

CURRICULUM VITAE

Zoë Breen Wood, MSW, PhD

Assistant Professor

Jack, Joseph & Morton Mandel
School of Applied Social Sciences
Case Western Reserve University
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Cleveland, OH 44106
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EDUCATION

Ph.D. (2012) Case Western Reserve University, Cleveland, OH (Social Welfare)

Wood, Z.B. (2012) *Public child welfare adoption: The adoptive parent and adolescent adoptee perception of adoption outcomes*. Doctoral dissertation. Case Western Reserve University, Cleveland, OH.

M.S.W. (1990) Virginia Commonwealth University, Richmond, VA (Social Work)

B.A. (1971) University of Illinois, Champaign Urbana, IL (Sociology)

HONORS, ACHIEVEMENTS AND AWARDS

UCITE Mentoring Fellowship – Fall 2017

Mentorship Award - Council on Social Work Education November 2016.

Erasmus Plus Fellow - European Union, West University of Timisoara (Romania) May-June 2016

Outstanding Teacher of the Year – Mandel School of Applied Social Sciences May 2016

Active Learning Fellowship – Case Western Reserve University Summer 2014

Centennial Medal – Catholic Charities USA – October 2014

Outstanding Teacher of the Year – Mandel School of Applied Social Sciences May 2010

UCITE Teaching Fellowship - Fall 2003

Trainer of the Year – Northeast Ohio Regional Training Center – 2002

Outstanding Service – Governor’s Advisory Committee on Child Abuse and Neglect; Virginia – 1989

Meritorious Service Award – Virginia Department of Social Services 1984

ACADEMIC ADMINISTRATIVE EXPERIENCE

2012-current **Director Office of Educational Outcome Assessment**, Mandel School of Applied Social Sciences, Case Western Reserve University. Responsible for developing mechanisms for assessing student accomplishment of educational outcomes, determining success of social work curriculum and for leading the School's efforts for reaffirmation. Key accomplishments include: development of outcome measures for all coursework and field, revision of course evaluations (reducing from 49 items to 18); development and institutionalization of graduating student survey; increased curricular integration including course alignment tables and curriculum matrices; developing data collection strategies integrated into LMS' for on the ground and online course formats; provision of regular outcome reports and recommendations for curricular strengthening. Currently completing the self-study to prepare for reaffirmation in 2018.

2005-2011 **Director of Field Education**, Mandel School of Applied Social Sciences, Case Western Reserve University. Responsible for providing leadership and strategic direction for the field education component of the Master's level social work education program. Supervise field faculty. Oversee collection and analysis of field data. Integrate field education with classroom learning. Key accomplishments include: aligning learning contract and evaluation with MSASS Abilities and CSWE competencies, developing standard metrics for field outcomes, institutionalizing field instructor training and standard feedback to students.

2002-2005 **Director of Ability Based Learning Environment**, Mandel School of Applied Social Sciences, Case Western Reserve University. Responsible for developing educational outcomes (competencies), developing integrative seminars for student learning, oversee development of student portfolios.

1994-2004 **Co-Director, Center for Public Sector Leadership and Service**, Mandel School of Applied Social Sciences, Case Western Reserve University. Together with another faculty member, provided overall direction and leadership for the School's efforts and programs in support of the public human service sector in Ohio and the nation. Oversaw the assessment of human service agencies to determine the necessary competencies and the types of education, training, organizational development, research and technology products and services that would best improve quality of service delivery. Developed and implemented programs for Executive Education. Oversaw the development and

implementation of a protocol for a multilevel evaluation of training and educational programs. Provided leadership on the development of competencies for community based practice and on research related to improving practice in the public human service sector. Developed training curriculum on continuous quality improvement in the public sector, child welfare practice and diversity issues. Provided input into the development of academic courses related to public human service practice issues. Oversaw the development of grants and contracts.

1993-1994 **Director of Training Services**, Mandel School of Applied Social Sciences, Case Western Reserve University. Oversaw the needs assessment, development, delivery and evaluation of a range of education and competency based training services to public human service agencies. Directed the assessment and implementation of organizational development initiatives designed to improve quality of service delivery. Contracted with institutions of higher education to develop "2 + 2 + 2" degree programs. Oversaw the planning and implementation of specific research projects for client agencies. Provided consultation and leadership to client agencies in the development of quality assurance units. Developed contract budgets and maintained budget control for current contracts. Developed and maintained positive relationships with executive staff of client organizations. Identified new opportunities and developed responsive proposals.

ACADEMIC EXPERIENCE

2012 – present **Assistant Professor** Mandel School of Applied Social Sciences, Case Western Reserve University.

Graduate courses taught: Doctoral Level: Seminar in Social Work Education. Master's Level: Adoption Practice & Policy; Trauma Informed Social Work Practice with Families and Children; Social Work Practice Methods with Individuals and Families; Social Work Practice Methods with Groups, Communities, & Policy Practice; International Travel and Study to Guatemala and to Nicaragua.

1997-2012 **Instructor**, Mandel School of Applied Social Sciences, Case Western Reserve University.

Graduate courses taught: Master's Level: Adoption Practice & Policy; Trauma Informed Social Work Practice with Families and Children; Community Based Practice with Children and Families; Child Welfare Practice; Social Work Practice Methods with Individuals and Families; Social Work Practice Methods with

Groups, Communities, & Policy Practice; Introduction to Social Work Policy; Child and Family Policy and Service Delivery; International Travel and Study to Guatemala; Organizational Management and Community Change; Policy Practice and Advocacy; Ability Based Learning Seminars; Volunteer Program Management.
Undergraduate Level:

NATIONAL AND INTERNATIONAL PRESENTATIONS

Wood, Z.B. (2016) Building the culture of assessment: Triangulating the process. Presented at the Annual Program Meeting, Council on Social Work Education, Atlanta, GA, November 6.

Wood, Z.B. (2016). Adoption of children from the US public child welfare system: The impact of key factors on varying definitions of success. Presented at Young Romanians Adopted Around the World (ALIVE) International Conference, Timisoara, Romania. June 2.

Wood, Z.B. (2015). Clinical issues in adoption. West University of Timisoara. Timisoara, Romania. November 4.

Tracy, E. M., **Wood, Z.B.** & Farkas, K. (2015). Making the transition from classroom to online education... and back again. Faculty Development Institute. Presented at the Annual Program Meeting, Council on Social Work Education, Denver, CO. October 15.

Wood, Z.B. & Riley-Behringer (2015). Be left for a newer model? HBSE needs a little work done. Discussion group, Presented at the Annual Program Meeting, Council on Social Work Education, Denver, CO. October 17.

Wood, Z.B. (2014). Strategies for Building Attachment. West University of Timisoara. Timisoara, Romania (*Delivered virtually*). February 28.

Wood, Z.B. (2014). Impact of trauma on attachment and bonding. West University of Timisoara. Timisoara, Romania (*Delivered virtually*). February 7.

Wood, Z.B. (2013). Clinical issues in adoption. West University of Timisoara. Timisoara, Romania (*Delivered virtually*). November 22.

Wood, Z.B. (2013). What is permanency? Keynote presentation. Building Bridges Permanency Symposium. Partners for Forever Families. Cleveland, OH. September 19.

Wood, Z.B. (2013) Sibling ties: Myth vs. reality. Workshop Presentation. Building Bridges Permanency Symposium. Partners for Forever Families. Cleveland, OH. September 19.

Wood, Z.B. (2013) What makes for success in adoption? Workshop presentation, American Adoption Congress, Cleveland, OH. April 11.

Brown, S., **Wood, Z.B.** & Wilson, A. (2012) Using virtual reality to enhance practice skills in Social work education. Curriculum Workshop, Annual Program Meeting, Council on Social Work Education, Washington, D.C. November 11.

Wood, Z.B. (2011). Developing adoption competence: A critical need in social work education. Presented at the Annual Program Meeting Council on Social Work Education, Atlanta, GA, October 30.

Wood, Z.B., & Wilkes, S.A. (2011). Assessing field education: Moving the signature pedagogy from words to action. Presented at the Annual Program Meeting Council on Social Work Education, Atlanta, GA, October 28.

Wood, Z.B. (2011). What does permanency really mean? Presented at the Partners for Forever Families: Permanency Solutions conference, Independence, OH, September 23.

Wood, Z.B. (2011) Child abuse and neglect: Intake, Assessment, Planning, & Intervention. Two days of training presented for Holt International, Zacapa, Guatemala, March.

Wood, Z.B., Groza, V., Wilkes, S. & Brindo, M. (2010). Developing a continuum of care in child welfare. Five days of training presented for Family Health International, Addis Ababa, Ethiopia. May.

Wood, Z.B. (2009) Openness in adoption: What about public sector children? Presented at American Adoption Congress 30th Annual Conference, Cleveland, OH. April.

Wood, Z.B. & Rosenberg, K. (2009). Treating clinical issues in adoption: Building therapist capacity. Presented at American Adoption Congress 30th Annual Conference, Cleveland, OH. April.

Wood, Z.B. (2009). Child and family assessment: Risks and strengths perspectives. One-day training session presented for Holt International, Antigua, Guatemala. March.

Wood, Z.B. (2009) Ethical Issues in Child Welfare. One day of training for Holt International,

Antigua Guatemala March.

Gingerich, W. & **Wood, Z.B.** (2005) An empirical analysis of self-efficacy and licensure exam data as outcome indicators. Presentation to the Annual Program Meeting. Council on Social Work Education, New York, NY. February 17.

Wood, Z.B. (2004). Outcome assessment in graduate social work education programs: A Work in progress. Presented at the Assessment Institute, Indiana University-Purdue University, Indianapolis, IN, November 2.

Wood, Z.B. & Gingerich, W. (2003). ABLE: Creating an environment for competency-based learning. Workshop presentation. Presented at the Annual Program Meeting Council on Social Work Education, Atlanta, GA, February 28.

Wood, Z.B. (2002). Everyone wins: Speeding permanency through collaboration. Workshop presentation. Presented at the Child Welfare League of America National Adoption Conference, Fort Lauderdale, FL, November 6.

Wood, Z.B. (2002). Journeys beyond grief and loss. Barbara Lewis Memorial Lecture presented for Northeast Ohio Adoption Services, Akron, OH., November 15.

Wood, Z.B. (1999). Teaching community practice at the foundation level: Beginning with integration. Workshop presented at the Annual Program Meeting council on Social Work Education. Atlanta, GA, March.

Wood, Z.B. (1995). Schools of social work: Higher education response to the changing demands of child welfare. Workshop presented at the Child Welfare League of America Midwest Regional Training Conference, Chicago, IL., October 13.

Wood, Z.B. (1995). Beyond training: The role of staff development as organizational change agent. Workshop presented at the National Staff Development and Training Association, Annual Conference, San Francisco, CA., September 12.

Wood, Z.B. (1995). Women or children first? Child welfare as a women's issue. Workshop presented at the Public Children's Services Association of Ohio Annual Conference, Columbus, OH, Sept. 15.

INTERNATIONAL ACTIVITIES

2016 - Erasmus Plus Fellow - **Romania**. Participated in faculty exchange providing presentations

on trauma to graduate and undergraduate social work students and consultation to social work faculty on development of trauma informed curriculum. Supported Romanian faculty during US visit.

2016 - Present - Faculty - **Nicaragua** Develop new student travel, study and service learning course to be offered to MSASS students, other CWRU graduate and undergraduate students each summer.

2013-14 Co Program Developer—**Romania**. Developed a collaborative project with the West University of Timisoara to provide web-based training to post masters level clinicians and public child welfare staff on best practices in adoption and adoption mental health services.

2014 Consultant - **Belize**. Conducted feasibility study for student learning and community development projects. Anglican Diocese of Belize.

2013 - Consultant - Catholics Care for Children Research Study in **Zambia**. Catholic Relief Services. Conducted feasibility study for research on children served in Catholic sponsored orphanages.

2010 - Consultant – **Ethiopia**. Provided training and technical assistance to NGOs and government officials on family based alternatives to institutional care through Family Health International & UNICEF.

2008- Present - Faculty - **Guatemala**. Co-lead graduate and undergraduate student travel and study trips each Spring.

GRANT AND CONTRACT ACTIVITY- EXTERNALLY FUNDED

2012-2015. Post Master’s Certificate Program to Promote Successful Domestic Adoptions in Romania. Funded by Center for International Affairs CWRU and private donations, (\$10,000). **Role: Co-Investigator with Victor Groza.**

2011. Mental Health Adoption Training funded by Bellefaire Jewish Children’s Bureau, (\$9142). **Role: Principal Investigator.**

2010-2011. Mental Health Adoption Training funded by Berea Children’s Home and Family Services, (\$15,000). **Role: Principal Investigator.**

2005- 2009. Geriatric Social Work Partnership Program funded by the John A. Hartford Foundation through the NY Academy of Medicine. (\$75,000). **Role: Principal Investigator.**

2007- 2008. Post Graduate Certificate Program in Adoption for Mental Health Practitioners funded by the Cuyahoga County Board of Commissioners, (\$22,000). **Role: Principal Investigator.**

2003-2004. Adoption Home Study Assistance Project: A Service and Training Endeavor, funded by the Cleveland Foundation. (\$72,220). **Role: Co-Investigator with Victor Groza.**

2000-2001. Adoption Home Study Assistance Project: A Service and Training Endeavor, funded by the Cleveland Foundation. (\$59,900). **Role: Co-Investigator with Victor Groza.**

1999-2000. Adoption Home Study Assistance Project: A Service and Training Endeavor, funded by the Cleveland Foundation. (\$51,777). **Role: Co-Investigator with Victor Groza.**

2004-2005. Butler County Graduate Education Professional Development Grant, funded by Title IVE and State funds, July (\$26,954). **Role: Principal Investigator.**

2004-2005. Erie County PA Graduate Social Work Education Grant, funded by Title IVE and State funds, July (\$172,223). **Role: Principal Investigator.**

2004-2005. Summit County Ohio Graduate Social Work Education Grant, funded by Title IVE and State funds (\$7,623). **Role: Principal Investigator.**

2004-2005. Trumbull County Graduate Education Professional Development Grant, funded by Title IVE and State funds, July (\$48,725). **Role: Principal Investigator**

2003-2004. Erie County PA Graduate Social Work Education Grant, funded by Title IVE and State funds, July (\$157,446.91). **Role: Principal Investigator.**

2003-2004. Summit County Ohio Graduate Social Work Education Grant, funded by Title IVE and State funds (\$10,712). **Role: Principal Investigator.**

2002-2003. Erie County PA Graduate Social Work Education Grant, funded by Title IVE and State funds, July (\$182,729.00). **Role: Principal Investigator.**

2002-2003. Summit County Ohio Graduate Social Work Education Grant, funded by Title IVE and State funds,(\$65,000). **Role: Principal Investigator.**

2001-2002. Erie County PA Graduate Social Work Education Grant, funded by Title IVE and State funds, July (\$170,826). **Role: Principal Investigator.**

1999-2001. Cuyahoga County Department of Children & Family Services Training Enhancement Project, funded by the Cuyahoga County Board of Commissioners. **Role: Principal Investigator.**

1998-1999. Evaluation of the Adult Emergency Assistance Program, funded by Ohio United Way. **Role: Principal Investigator.**

1998-1999. Leadership Development Program funded by Cleveland Municipal School District. **Role: Principal Investigator.**

1997-1999. Integration of Community Based Family Development Practice and Asset Based Community Building in Foundation Curriculum (Cleveland Family Development Collaborative/Kellogg Foundation). **Role: Principal Investigator.**

1997-1998. Ohio Competency Based Child Welfare Graduate Education Program funded by the Administration of Children Youth and Families. **Role: Principal Investigator.**

GRANT AND CONTRACT ACTIVITY- INTERNALLY FUNDED

2016-2017. Proposal for the development and implementation of sustainable faculty-designed summer study abroad programs in Nicaragua. (\$5,000). Faculty seed grant funded by the Center for International Affairs, CWRU. **Role: Co-Investigator with Victor Groza.**

2015-2018. Effects of Instructional Strategies on Social Work Student Learning Outcomes. Funded by CWRU., (\$15,000). **Role: Co-Investigator with Megan Holmes.**

GRANT ACTIVITY-UNFUNDED

2014. National Adoption Competency Mental Health Training Initiative. Children's Bureau. (\$500,000). **Role Co-Investigator with Victor Groza.**

2012. Proposal to Review and Collaboratively Map Out a Social Welfare Workforce Development Plan that Includes: Level of Competencies, Training Curriculum for Different Cadres of Social Workforce in Ethiopia. Collaborative Proposal with Oxford Policy Management Group. UNICEF. (\$102,735). **Role Co-Investigator with Victor Groza.**

2012. Proposal to develop Social Work Clinical Internships & International Travel & Study Program in the Sacred Valley of Peru. Center for International Affairs, CWRU. (\$7,200). **Role Co-Investigator with Victor Groza.**

ARTICLES IN REFEREED JOURNALS

Wood, Z.B. (2017). Findings of a Study on Adoption of Children from the US Public Child Welfare System: Implications for Romania. *Today's Parents Tomorrow's Children*, 44: March, 40-57.

Groza, V, **Wood, Z.B.**, Muntean, A., Rosenberg, K., Nedelcu, C. (2017). Post Master Certificate Program to Promote Successful Domestic Adoptions. *Today's Parents Tomorrow's Children*, 44: March, 80-85.

Blank Wilson, A., Brown, S., **Wood, Z.B.**, Farkas, K. (2013). Teaching direct practice skills using Web-based simulations: Home visiting in the virtual world. *Journal of Teaching in Social Work*, 33:4-5, 421-437.

INVITED BOOK CHAPTERS

Wood, Z. B. (2006). Child protection and adoption, in K. Shepherd Stolley & V. L. Bullough (Eds.), *The Praeger Handbook of Adoption*. Vol. 1. Westport, CN: Praeger.

Wood, Z. B. (2006). Sibling adoption, in K. Shepherd Stolley & V. L. Bullough (Eds.), *The Praeger Handbook of Adoption*. Vol. 1. Westport, CN: Praeger.

Groza, V., **Wood, Z. B.**, & Houlihan, L. (2005). Overview of Adoption, in G. Mallon and P. Hess (Eds.), *Child welfare for the 21st century: A Handbook of children, youth, and family services*. New York: Columbia University Press.

REPORTS & MONOGRAPHS

Dettlaff, A., Gillette, M., Groza, V., Cahn, K., Linsenmeyer, D., Long-Burry, C., Mason, S. & **Wood, Z.B.** (2013). Legacy Document: MSW Traineeship Programs. Child Welfare Grantees.

Wood, Z.B. & Sausser Short, A. (2005). *Visitation/ Family Access Guide: A Best Practice Model for Social Workers and Agencies*. Ohio Caseload Analysis Initiative. Columbus, OH: Ohio Department of Job & Family Services.

Wood, Z. (2001) *Strategic Plan for Washoe County (Nevada) Children’s Services* to assist in the development of a plan to respond to external review resulting from a review of child deaths.

Wood, Z. (2000) *Tier II adoption assessor curricula feedback study* for the Ohio Child Welfare Training Program.

Wood, Z. (1999). *Training & staff development functions at the Cuyahoga County Department of Children and Family Services: An analysis & recommendations*. Center for Public Sector Leadership & Service, Mandel School of Applied Social Sciences Case Western Reserve University.

Wood, Z. and Harrelson, P. (1999) *Evaluation of the Ohio Emergency Assistance Program*. Center for Public Sector Leadership & Service, Mandel School of Applied Social Sciences. Case Western Reserve University.

Wood, Z. and Johnson, A. (1998). *The integration of community based family development practice & asset-based community building in foundation curriculum: The community practice pilot project*. Mandel School of Applied Social Sciences, Case Western Reserve University.

SERVICE ACTIVITIES

<u>MSASS Committee Membership</u>	<u>Academic Years</u>	<u>Role</u>
ABLE/Assessment Task Force/ Outcome Assessment Committees	1997-Present	Member 1997-2001 Chair 2002-Present
Field Education Advisory Committee	2005-2011	Chair
Steering Committee	2000-2013	Elected 2000-2006; 2011-2011; Ad Hoc Appointment 2006- 2010
Curriculum Committee	2001-Present	Elected 2001-2006; 2011-Present Ad Hoc Appointment 2006-2010
Information Technology Committee	2015 - Present	Elected

Felony Review Panel	2001-2011	Formal & Ad Hoc Appointments
Committee on Students	2004-2011	Formal & Ad Hoc Appointments
Dean's Consultation Committee	2009-2011	Ad Hoc Appointment
PD/CE Strategic Planning Committee	2010-2011	Formal Appointment
Intensive Weekend Advisory Committee	2000-Present	Formal Appointment
Communication Committee	2005-2008	Ad Hoc Appointment
Library Committee	2004-2005	Doctoral Student Representative
Research & Training Committee	2000-2004	Center on Public Sector Leadership & Service Director
Flexibility Committee	2009-2010	Formal Appointment
Faculty Definition Subcommittee	2002-2004	Formal Appointment
Blue Ribbon Budget Committee	2001-2002	Formal Appointment
Editorial Policy Board	2000-2002	Formal Appointment
<u>University Committee Memberships</u>		
Pandemic Flu Preparedness	2007	
Outcome Assessment Advisory Committee	2011-Present	
HLC Assurance Argument Committee	2013-Present	
LMS Advisory Committee	2015-Present	
Faculty Senate Committee on Information & Communication Technology	2016- Present	
<u>Represented MSASS in the Community</u>		
Member, State of Ohio Post Adoption Workgroup	2016-Present	
Member, Board of Directors University Settlement	2016-Present	
North Central Field Directors Consortium	2005-2011	
Cleveland Municipal Schools Collaborative	2001-2002	
Adoption Network Cleveland	2000-Present	
Cuyahoga County Department of Child & Family Services	2000-Present	
Statewide University Partnerships in Child Welfare	1999-2002	
Cuyahoga County Foster Care Task Force	1999-2000	
<u>Master's Program Support</u>		
Lead Instructor SASS 470	2000-2005	

Lead Instructor SASS 477	2010-Present
Lead Instructor SASS 505	2009-Present
Lead Instructor SASS 565	2000-Present
Lead Instructor SASS 550	2013-Present
Curriculum Subcommittee Membership	
▪ Policy Sequence (Chair)	1997-2000
▪ Practice/Methods Sequence	1997-2001
▪ CYF Concentration/Specialization	1997-Present
▪ Mental Health Specialization	2000-Present
▪ Management/CSD Concentration	1997-Present
▪ Direct Practice Concentration	2002-Present
▪ Mandel Center Faculty Committee	2013-Present
Development of Online courses	2013- Present
Reaffirmation Process Support	
▪ Master Outline Development, work groups	2001-2012
▪ Lead Special Project –Integrative Seminars	2009-2010

Other

Provided Teaching Mentorships for 9 PhD Students

Developed more than 25 additional adjunct faculty who have taught MSASS courses

Provided Field Instruction for 8 student placements

PROFESSIONAL PRACTICE EXPERIENCE

- 1992-1993 **Director of Women’s Unit**, Tidewater Psychiatric Institute, Norfolk, Va. Directed inpatient treatment unit for adult women. Provided individual, family and group psychotherapy. Coordinated inpatient treatment and discharge planning.
- 1990-1992 **Mental Health Clinician**, Chesterfield County Board of Mental Health, Chesterfield, VA. Provided individual, marital and family therapy in an outpatient setting. Developed and led process groups on grief and loss for trauma survivors and for adult children of alcoholics.
- 1989-1990 **Project Manager, Child Welfare Supervisors Training**, Virginia Commonwealth University School of Social Work, Richmond, VA. Developed curriculum, marketing, management and evaluation plans for a casework supervision training program designed for 350 local supervisors of child welfare services.

Conducted training and evaluation. Coordinated project with Department of Social Services staff and with faculty from the School of Social Work.

- 1985-1989 **Manager of Training and Management Services**, Virginia Department of Social Services, Richmond, VA. Oversaw the development of service training goals and priorities for the Virginia Department of Social Services. Responsible for development of training for new and experienced child welfare services staff in Risk Assessment, Permanency Planning and Family Intervention / Preservation. Developed curriculum and administered statewide training efforts for foster and adoptive parents. Conducted research including case specialized case reviews to determine training needs and to develop proposals for system improvement. Assumed project leadership on a number of special county agency reviews to assess functioning and suggest management and service improvements. Coordinated efforts with professional organizations, federal, state and local governments, educational institutions and the General Assembly. Supervised between eight and ten professional staff responsible for needs assessment, design, delivery and evaluation of policy and skills training for social work staff in 124 local departments of social services throughout the state. Oversaw development of budgets and grant proposals and contracts.
- 1981-1985 **Supervisor of Generic Services**, Virginia Department of Social Services, Richmond, VA. Project director for Child Protective Services Experienced Worker Training Program which resulted in providing three to four weeks of training to over 800 local child welfare supervisors and staff around the state. Administered federal and state training grants. Oversaw the planning and implementation of specialized case reviews to determine training needs and to ascertain policy compliance. At the request of the Governor, conducted individual assessments of county child welfare agencies to determine their effectiveness and their compliance with state and federal law and policy. Supervised six professional staff responsible for development of generic service policy, client appeals, volunteer programs and local social service budgets. Oversaw Title XX planning and budgeting, local social service policy development and policy interpretation process for 124 local welfare agencies.
- 1978-1981 **Child Protective Services Policy and Training Specialist**, Virginia Department of Social Services, Richmond, Va. Developed policy, developed and administered training, managed legislation and provided consultation to 124 local departments of social services in child protective services. Provided technical assistance in the development of community based multidisciplinary teams.

Conducted specialized case reviews including child fatality studies and review of cases on appeal to identify needs for staff training and policy revision. Secured and administered federal grants for child abuse and neglect program and training projects.

1975-1978 **Senior Social Worker**, Louisa County Welfare Department, Louisa, VA. Carried a child welfare caseload including adoption, foster care, and child protective services. Supervised five other social workers carrying all other types of service cases. Developed and obtained full grant funding for Interagency Council for the county.

OTHER INVITED PRESENTATIONS AND CURRICULA DEVELOPED

Wood, Z.B. (2017). Openness in Adoption, Northeast Ohio Child Welfare Training Center. Akron, OH., August 16-17.

Wood, Z.B. (2017). Services to Adoptive Families Prefinalization. Northeast Ohio Child Welfare Training Center. Akron, OH., August 1.

Wood, Z.B. (2017). Birthparent Services. Adoption Network Cleveland. Cleveland, OH. May 5.

Wood, Z.B. (2017). Services to Adoptive Families Prefinalization. Northeast Ohio Child Welfare Training Center. Akron, OH., April 11.

Wood, Z.B. (2017). Family and Child Assessment. Cuyahoga County Department of Children & Family Services. March 22-23.

Wood, Z.B. (2017). Services to Adoptive Families Prefinalization. Cuyahoga County Department of Children & Family Services. March 8.

Wood, Z.B. (2017). Birthparent Services. Cuyahoga County Department of Children & Family Services. , March 2.

Wood, Z.B. (2017). Birthparent Services. Adoption Network Cleveland. Cleveland, OH. February 24.

Wood, Z.B. (2017). Family and Child Assessment. Cuyahoga County Department of Children & Family Services. February 15-16.

Wood, Z.B. (2017). Family and Child Assessment. Northeast Ohio Child Welfare Training Center. Akron, OH., February 9-10.

Wood, Z.B. (2016). Services to Adoptive Families Post Finalization. Adoption Network Cleveland. Cleveland, OH. November 30.

Wood, Z.B. (2016). Gathering and Documenting Background Information. Adoption Network Cleveland. Cleveland, OH. October 26.

Wood, Z.B. (2016). Birthparent Services., Adoption Network Cleveland. Cleveland, OH. October 12.

Wood, Z.B. (2016). Services to Adoptive Families Prefinalization. Northeast Ohio Child Welfare Training Center. Akron, OH., October 7.

Wood, Z.B. (2016). Openness in Adoption, Northeast Ohio Child Welfare Training Center. Akron, OH., August 16-17.

Wood, Z.B. (2016) Leadership Institute. Catholic Charities USA. Tampa, FL. May 16-21.

Wood, Z.B. (2015) Leadership Institute. Catholic Charities USA. Tampa, FL. June 13-19.

Wood, Z.B. (2015) A Night of Film and Discussion with Adoption Network Cleveland. Panel Presentation. Schubert Center. Cleveland, OH. February 5.

Wood, Z.B. & Riley-Behringer, M. (2015). Adopting Older Children. Workshop Presentation. Ohio Family Care Conference. Columbus, OH. June 20.

Wood, Z.B. (2015). Talking about adoption with your young child. Workshop presentation. Transracial Journeys. Cleveland, OH. May 9.

Wood, Z.B. (2015) Ethics of Family Search & Engagement. Northeast Ohio Child Welfare Training Center. Akron, OH. January 30.

Wood, Z.B. (2015) Services to Families Pre Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. April 21.

Wood, Z.B. (2015) Gathering and Documenting Background Information. Adoption Network Cleveland. Cleveland, OH. April 22.

Wood, Z.B. (2015). Team Building for Child Welfare Supervision and Management. Stark County Department of Job and Family Services. Canton, OH. April 28-29.

Wood, Z.B. (2015) Services to Families Post Finalization. Adoption Network Cleveland. Cleveland, OH. June 3.

Wood, Z.B. (2015) Services to Families Post Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. June 11.

Wood, Z.B. (2014). Post Adoption Contact Agreements Workshop presented at Adoption Awareness Coalition, Cleveland, OH. November 7.

Wood, Z.B. (2014) Family and Child Assessment. Northeast Ohio Child Welfare Training Center. Akron, OH August 20-21.

Wood, Z.B. (2014) Birthparent Services. Adoption Network Cleveland. Cleveland, OH. October 2.

Wood, Z.B. (2014) Gathering and Documenting Background Information. Adoption Network Cleveland. Cleveland, OH. October 30.

Wood, Z.B. (2014) Services to Families Post Finalization. Adoption Network Cleveland. Cleveland, OH. December 10.

Wood, Z.B. (2014). Ethical leadership for Women Who Lead. MSASS Office of Professional Development and Continuing Education, Cleveland, OH July 27.

Wood, Z.B. (2014). Services to Families Post Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. June 19.

Wood, Z.B. (2014). Services to Families Post Finalization. Adoption Network Cleveland. Cleveland, OH. June 11.

Wood, Z.B. (2014) Ethics of Family Search & Engagement. Northeast Ohio Child Welfare Training Center. Akron, OH. June 4.

Wood, Z.B. (2014). Leadership Retreat. Catholic Charities, USA. Los Altos, CA, May 4-10.

Wood, Z.B. (2014). Services to Families Pre Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. April 25.

Wood, Z.B. (2014). Dark Matters: Screening and Panel Presentation. Cleveland International Film Festival, Cleveland, OH March 25.

Wood, Z.B. (2014). Strengthening Leadership Competencies for Women Who Lead. MSASS Office of Professional Development and Continuing Education, Cleveland, OH. January 31.

Wood, Z.B. (2013). Openness in Adoption. Adoption Network Cleveland. Cleveland, OH. December 12-13.

Wood, Z.B. (2013). Openness in Adoption: Why, How and When. Adoption Awareness Coalition. Cleveland OH. November 22.

Wood, Z.B. (2013). Services to Families Pre Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. November 1.

Wood, Z.B. (2013) Family and Child Assessment. Northeast Ohio Child Welfare Training Center. Akron, OH August 20-21.

Wood, Z.B. (2013). Ethical Leadership for Women Who Lead. MSASS Office of Professional Development and Continuing Education, Cleveland, OH July 19.

Wood, Z.B. (2013). Services to Families Post Finalization. Northeast Ohio Child Welfare Training Center. Akron, OH. June 19.

Wood, Z.B. (2013). Services to Families Pre Finalization. Adoption Network Cleveland. Cleveland, OH. May 22.

Wood, Z.B. (2013). Leadership Institute. Catholic Charities, USA. Bon Secours Center, Marriottsville, MD., May 11-17.

Wood, Z.B. (2013) Ethics of Family Search & Engagement. Northeast Ohio Child Welfare Training Center. Akron, OH. April 18.

Wood, Z.B. (2012). Life Transitions and Triggers Presentation at Adoption Network Cleveland December 11.

Wood, Z.B. (2012). Professional Practice in Adoption. Panel discussion. Adoption Awareness Coalition. Independence, OH. Nov. 16.

Wood, Z.B. (2012) Ethics of Family Search & Engagement. Northeast Ohio Child Welfare Training Center. Akron, OH. November 7.

Wood, Z.B. (2012). Services to Families Pre Finalization. Adoption Network Cleveland. Cleveland, OH Oct 3.

Wood, Z.B. (2012) Family and Child Assessment. Northeast Ohio Child Welfare Training Center. Akron, OH August 13 & 14.

Wood, Z.B. (2012). Team Building Retreat Case Western Reserve University Flora Stone Mather Center for Women. Cleveland, OH. July 16.

Wood, Z.B. (2010-2011) Post Graduate Adoption Certificate Program – Three days of training for masters’ level clinicians in issues related to adoption mental health. Planned and delivered for Berea Children’s Home May-July 2010 and December 2010-February 2011 & for Bellefaire Jewish Children’s Bureau September – November 2010.

Wood, Z.B. (2009) Team building retreat. Cleveland Institute of Art, Cleveland, OH., August 13.

Wood, Z.B. (2009). In the middle: Meeting the new challenges of in clinical and administrative supervision, and Managing Chaos!: Strategies for moving beyond change management presented at Cuyahoga County Child and Family Services Annual Supervisory conference, Cleveland, OH, January.

Wood, Z.B. (2005-2010). Social Worker Know Thyself: Using Myers Briggs Type in Field Education workshop delivered multiple times per year for all incoming students Mandel School of Applied Social Sciences. Case Western Reserve University.

Wood, Z.B. (2005-2010). Utilizing Myers Briggs Type in Supervision workshop delivered yearly for Field Instructors Mandel School of Applied Social Sciences. Case Western Reserve University.

Wood, Z.B. Leadership Institute – Seven-day leadership retreat for emerging leaders of Catholic Charities organizations throughout the U.S. for Catholic Charities USA delivered yearly 1995-2012.

Wood, Z.B. (2008-2009). Understanding & Working with Neglecting Families – University of Oklahoma Health Sciences Center, January 17-18, 2008 & May 29-30, 2008.

Wood, Z.B. (2007). Reflections on Learning – Presented for University Counseling Services, Case Western Reserve University, Cleveland, OH.

Wood, Z.B. Use of Kolb's learning style in field instruction – Office of Field Education, Case Western Reserve University presented multiple times 2006 through 2011.

Wood, Z.B. (2004). Key issues in adoption: What every mental health professional needs to know. Presented to the Ohio Adoption and Foster Care Conference November and for Ohio Department of Job & Family Services July and August.

Wood, Z.B. (2004) Concurrent case planning. Presented to Public Children's Association of Ohio Annual Conference, Dublin, OH, September 19.

Wood, Z.B. (2003). Understanding Child Neglect: Assessment and Intervention presented at the Public Children's Services Association of Ohio Annual Conference, Columbus, OH, September 10.

Wood, Z. (2003). Introduction to Out of Home Care and Special Needs Adoption. Wisconsin. Milwaukee, WI: Wisconsin Department of Children and Families.

Wood, Z. (2003). Understanding child neglect: Its look, assessment and intervention. Columbus, OH: Ohio Child Welfare Training Program.

Wood, Z.B. (1996). Team Building, a two-day retreat for key executives of the Jewish Community Federation of Cleveland, Peninsula, OH, September.

Wood, Z.B. Openness in Adoption – Adoption Network Cleveland, Cuyahoga County Children's Services, Summit County Children's Services multiple times from 2007 through 2012.

Wood, Z.B. (2008). Preparing for Permanency – Summit County Children's Services Board June 9.

Wood, Z.B. Prefinalization Services - Workshop for public and private child welfare practitioners delivered at Adoption Network Cleveland, Cuyahoga County Children's Services, Summit County Children's Services multiple times from 2007 through 2012.

Wood, Z.B. Family and Child Assessment - Workshop for public and private child welfare practitioners delivered at Adoption Network Cleveland, Cuyahoga County Children's Services, Summit County Children's Services multiple times from 2007 through 2012.

Wood, Z.B. Services to Families Post Finalization – Workshop for public and private child welfare practitioners delivered at Adoption Network Cleveland, Cuyahoga County Children's Services, Summit County Children's Services multiple times from 2007 through 2012.

Wood, Z.B. (2007-2012). Assessment & Treatment Approaches for Adoptive Families: Toward Empirically Based Practice Adoption Network Cleveland, Cuyahoga County Children's Services, Summit County Children's Services multiple times.

Wood, Z.B. (2007). Clinical and Practice Issues in Adoption Cleveland OH.

Wood, Z.B. (2002-2011). Neglect: Its look, impact, assessment and intervention a two-day program for advanced level caseworker and supervisors in Ohio child welfare agencies presented multiple times from 2002 through 2011.

Wood, Z.B. (2005). Leadership development presented at Treu-Mart Youth Development Fellowship Program. Mandel Center for Nonprofit Organizations. Cleveland, OH, April 20.

Wood, Z.B. (2004). Child neglect: A community concern. Presented to Ohio Domestic Violence Network Prevention in Progress Conference, Cambridge, OH, October 28.

Wood, Z. B. (2004). Building Skills in Family Assessment. Phoenix, AZ: Arizona Department of Economic Security.

Wood, Z.B. (1999-2007). Fostering and Adopting Sibling Groups a program for foster and adoptive caregivers and workers and supervisors in child serving agencies in Ohio, Virginia and Oklahoma.

Wood, Z.B. (1999-2007). What Family Tree?: Working with your child's school – a three hour program for foster and adoptive caregivers and workers and supervisors in Ohio's child serving agencies.

Wood, Z.B. The Joys & Challenges of Parenting Teenaged Girls - a three-hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2002

Wood, Z.B. Parenting the Sexually Abused Child - a six-hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999- 2002

Wood, Z.B. Helping Children Cope with Separation and Loss - a three-hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2006

Wood, Z.B. Presenting Evidence - a three-hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2002

Wood, Z.B. Community Education on Risk Assessment – a two-day program designed to educate professionals and concerned citizens in the community about the role of children’s services related to assessment of risk, 1998 - 2002

Wood, Z.B. Child Abuse and Neglect: Investigating Allegations and Assessing Risk in Out-of-Home Care Settings – a four-day curriculum for practitioners and supervisors developed for the Ohio Child Welfare Training Program, Institute for Human Services, and presented multiple times 1998-2002.

Wood, Z.B. Building Skills in Family Risk Assessment and Case Planning - a four-day curriculum for experienced child welfare practitioners developed for the Institute for Human Services; 1997. A version for supervisors was added in 1998-2002. Presented multiple times throughout Ohio 1997-2002

Wood, Z.B. Intake and Screening in Child Welfare - the first step in risk assessment and case planning, a two-day curriculum developed for the Ohio Child Welfare Training Program for use statewide; 1997- 2002

Wood, Z.B. Time and Stress Management for Supervisors - assessing the risk of burnout, a two-day curriculum for child welfare supervisors developed for the Ohio Child Welfare Training Program for use statewide; 1997-2000.

Wood, Z.B. (1993). Valuing Diversity - a one-day curriculum for all university faculty and staff, Old Dominion University, Norfolk, VA.

Wood, Z.B. (1993) Effective Use of Power - a one-day curriculum for human services managers, VA Commonwealth University School of Social Work, Richmond, VA.

Wood, Z.B. Investigating Abuse and Neglect in Out-of-Family Settings - a five-day curriculum for child welfare workers and supervisors, VA Commonwealth University, School of Social Work, Richmond, VA, 1993

Wood, Z.B. (1992). Getting a Head Start on Substance Abuse Prevention - a one-day curriculum for Head Start Directors and Staff and a companion half day curriculum for parents - for the VA Council on Child Day Care and Early Childhood Programs, VA Institute for Developmental Disabilities, VA Commonwealth University, Richmond, VA.

Wood, Z.B. (1993). Managing Conflict - a half day curriculum for all new university faculty and staff, Old Dominion University, Norfolk, VA.

Wood, Z.B. (1993). Total Quality Management: A Planning and Implementation Guide - a multi-day curriculum for team leaders and managers, Old Dominion University, Norfolk, VA.

Wood, Z.B. (1990). *Assessment, Planning and Decision Making in Child Welfare: The Role of the Supervisor* - a two-day curriculum for child welfare supervisors, Virginia Commonwealth University School of Social Work, Richmond, VA, 1990

Wood, Z.B. (1989). Risk Assessment - a two-day curriculum for Virginia CPS workers and supervisors, VA Department of Social Services, Richmond, VA.

Wood, Z.B. Training for Trainers - multiple curricula in two, three and five day formats, VA Department of Social Services, Richmond, VA, 1981-1989.

Wood, Z.B. Child Protective Services Experienced Worker/Supervisor Training Program, a three-week certification program for experienced CPS workers and a four week program for CPS supervisors designed to qualify staff to practice in child protective services in the state of Virginia, VA Department of Social Services, Richmond, VA. 1981-1986.

Wood, Z.B. (1987). Legal Issues in Child Protection - a three-day curriculum for experienced CPS workers and supervisors designed to cover issues of liability, best practice, rules of evidence and making your case in court.

Wood, Z.B. (1988). Foster and Adoptive Parent Team Training Program - a multi-module training program to train supervisors, workers, and foster and adoptive parents, VA Department of Social Services, Richmond, VA.

Wood, Z.B. Investigating Cases of Abuse and Neglect - a five-day curriculum for new child protective service workers, VA Department of Social Services, Richmond, VA., 1978-1989.

LICENSURE AND CERTIFICATION

Licensed Social Worker (LSW) - Ohio Counselor, Social Worker and Marriage & Family Therapist Board. # 0900709.

Myers Briggs Type Indicator Certification - CPP, Inc. Consulting Psychologists' Press

MEMBERSHIPS

National Association of Social Workers

Council on Social Work Education
Child Welfare League of America
Adoption Network Cleveland

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