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Qualifications Summary

Areas of specialization include diversity, evaluation research, and neighborhood leadership development.

Professional Experience

- 1990-Present** **Instructor, Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio**
Classroom instruction: graduate courses in Research Methods (SRCH 426), Theories of Groups, Organizations, Communities, and Social Class (SSBT 540), and Diversity, Discrimination and Oppression (SSBT 584).
Administrative responsibilities: Director of Project Go and student academic advising in the Ability Based Learning Environment (ABLE) program.
- 1988-1990** **Co-Director, Center on Urban Poverty and Social Change, Mandel School of Applied Social Sciences, Case Western Reserve University**
Chief responsibilities included 1) developing community planning strategies to impact poverty 2) coordinating the leadership process for change at the neighborhood and metropolitan levels, and 3) conducting research to inform the planning process.
- 1986-1988** **Management Consultant/Writer**
Specialized in human resource management and development. Conducted evaluations to assist commercial and governmental organizations meet human resource development objectives, monitor progress and measure results. Areas of assessment included recruitment, leadership development, employee attitudes and organizational climate.
- 1980-1982** **Senior Research Associate, National Urban League Research Department, Washington, D.C.**
Provided research and data to facilitate planning and programming efforts at the national, regional and local levels. Specific responsibilities included designing need assessment surveys at local and regional levels, assisting affiliates across the nation in the retrieval and interpretation of secondary data, coordinating regional workshops on the use of secondary data and conducting

seminars on local need assessment surveys.

- 1979-1980** **Senior Consultant, Boone Young & Associates, New York, New York**
Developed research designs for two experimental pilot activities for Project Follow Through, U. S. Department of Education.
- 1977-1979** **Researcher, The Conference Board, New York, New York**
Conducted a national survey on “Career Perceptions Among the Black Managers in Major Corporations.”
- 1976-1977** **Researcher, Howard University, Department of Sociology, Washington, D.C.**
Managed survey on “Racial Identification Among the Black Elderly” in senior citizen housing projects in Washington, D.C.
- 1976** **Researcher, Project on Race and Social Policy, Washington, D.C.**
Utilized census data and other government documents to discover distributional trends in employment, income and housing by race. (Project formerly entitled “An American Dilemma Revisited.”)

Education

- 1982** **Ph.D., Sociology (Quantitative and Qualitative Research Methods)**
Howard University, Washington, D.C.
- 1977-1978** **Evaluation Research**
Columbia University, New York, New York
- 1977** **M.A., Sociology (Social Psychology and Research Methods)**
Howard University, Washington, D.C.
- 1971** **B.A., Sociology**
Case Western Reserve University, Cleveland, Ohio (cum laude)

Selected Funded Evaluation Research Projects

- 1996-1997** **Principal Investigator: Development of Agency Wide Evaluation Plan**
CENTER FOR FAMILIES AND CHILDREN, Cleveland, Ohio
The Center for Families and Children is a \$14 million, nationally accredited human services organization with 19 sites providing services in the areas of the areas of Early Childhood Education, Head Start, Counseling and Mental Health, ATOD Prevention and Youth Services, Corporate Services, Home Care, AIDS, and Integrated Family Services Programming.

One year grant awarded to the principal investigator, through the Mandel School, to increase the agency's evaluation capability. Specific tasks included establishing outcome measures for each service area, staff training on the utility of evaluation, and developing cost estimates to implement the comprehensive agency-wide assessment plan. Funded by the Center for Families and Children and the Murphy Foundation, the level of support was \$71,855.

1995-1996

Principal Investigator: Fathers and Families Together Project
CENTER FOR FAMILIES AND CHILDREN, Cleveland, Ohio

Fathers and Families Together was a pilot project aimed at enhancing values that celebrate family success, strengthening the father-child bond, parenting skills, and improving economic self-sufficiency. Services were targeted to African American fathers in the low income Glenville community.

One year grant to conduct a comprehensive process and outcome evaluation of this demonstration project. Multiple data collection methods, quantitative and qualitative, were used in the assessment. Specific tasks included: evaluation design, staff management, implementation and report writing. Fathers and Families Together was funded by the William J. and Dorothy K. O'Neill Foundation in partnership with the Murphy Foundation. The level of support for the project was \$134,567; the evaluation component totaled \$24,900.

1994-1997

Team Evaluator: IWO SAN Project
EAST SIDE CATHOLIC SHELTER, Cleveland, Ohio

The East Side Catholic Shelter provides housing and social services to homeless women. In 1993, the Center for Substance Abuse Treatment (CSAT) awarded a five-year federal grant totaling over \$1.3 million to implement the IWO SAN ("House of Healing") project. IWO SAN's mission is to provide residential treatment for homeless, substance abusing women and prevention services for their children. The vast majority of participants are African American. IWO SAN's treatment model, therefore, is critical because it integrates the traditional 12 Step method with the culturally appropriate framework of Africentrism.

As a member of IWO SAN's evaluation team, chief role was to examine the effects of the Africentric treatment component on differential outcomes of the women. Specific tasks included: coordinating Africentric training for staff, establishing culturally sensitive outcome measures, conducting participant satisfaction surveys, post-residential follow-up interviews, analyses of process and outcome data, and report writing.

1993-1996

Principal Investigator: Kellogg Family and Leadership Initiative
NEIGHBORHOOD CENTERS ASSOCIATION (NCA), Cleveland, Ohio

The Neighborhood Centers Association (NCA) is an \$11 million federation and parent organization of 20 neighborhood centers and settlement houses in the greater Cleveland area. In 1993, the Kellogg Foundation awarded NCA A five year grant, in partnership with the Gund, Cleveland Nord Family Foundations and other local sponsors. The purpose of the grant was to Restructure the network of 20 neighborhood centers into integrated family Service centers and to develop a cadre of grass roots community leaders. NCA's Kellogg Family and Leadership Initiative is one of the six sites in a national movement to enhance institutional and community capacity.

A three year grant to evaluate the initiative was awarded to the principal investigator through the Mandel School. The goals of the evaluation were twofold: 1) to conduct a process and outcome assessment of neighborhood centers' transformation into integrated family service centers and 2) to implement a process and outcome assessment of leadership development at the neighborhood and city-wide levels. A multiplicity of methodologies were utilized to achieve these goals—surveys, participants observation, interviews, document analysis and focus groups. Chief tasks included evaluation design, staff management, implementation, analysis and report writing. The level of support for the project was over \$1.5 million; the evaluation component totaled \$178,689.

1991-1993

Principal Investigator: Family Development Project

CLEVELAND HOUSING NETWORK, Cleveland, Ohio

Opportunities for low income families to own homes through lease purchase arrangements. In the late eighties, CHN administrators realized that most of the families were still on the public assistance rolls. They reasoned that in all likelihood these families would not be able to take over the expenses of home ownership once the leases were amortized. As a result, CHN adopted the Family Development Program based on the Mid-Iowa Community Action (MICA) model. MICA had successfully helped families to free themselves from welfare through job training, education, and job placement.

The Gund Foundation awarded a 18-month grant to the principal investigator, through the Mandel School, to conduct a process and outcome evaluation of CHN's Family Development Program. The process analysis addressed implementation issues and described participants' perceptions about their program and job experiences. The outcome analyses assessed the program's effects on employment, earnings and the economic self-sufficiency of participant families. A quasi-experimental research design was employed to evaluate outcomes of the project. Methods used in the process assessment included case record data and interviews with staff and participants.

1991 – 1993

Principal Investigator: National Agency Evaluation Project

NATIONAL INSTITUTE FOR RESPONSIBLE FATHERHOOD

Cleveland, Ohio

In 1979, the National Institute for Responsible Fatherhood--- formerly the “Teen Father” program--- grew out of the need to “create an environment where fathers can develop psychosocial, health, educational and economic skills to provide increased life opportunities for their children and the mothers of their children.” Headquartered in Cleveland, the Institute expanded its operations to Washington, D.C. and Nashville, Tennessee in 1995.

In 1991, the Cleveland Foundation awarded a grant to the principal investigator, through the National Institute, to conduct a multi-faceted agency assessment. The evaluation goals were threefold: 1) to write an organizational history, 2) to develop the conceptual model based on non-traditional outreach/counseling methods used, and 3) to conduct an impact analysis of former participants. This project represented the first formal evaluation ever carried out for the National Institute. Multiple research strategies were employed to achieve these objectives: semi-structured interviews, questionnaires, and secondary analysis of agency documents. Major responsibilities included: evaluation design, staff management, instrument development, data analysis, and report writing. The level of support for the project was \$67,989.

1990-1995

Project Evaluator: Faculty Development Program in Alcohol and Other Drugs

**MANDEL SCHOOL OF APPLIED SOCIAL SCIENCES
CASE WESTERN RESERVE UNIVERSITY**

In 1990, the Mandel School was awarded a five year federal grant from the National Institute of Alcohol and Alcoholism (NIAAA), the National Institute of Drug Abuse (NIDA) and the Office of Substance Abuse Prevention (OSAP) to create a faculty development program in alcohol and other drugs. The major goal of the project was to develop a core group of faculty experts in substance abuse. Other goals of the project were to increase the content of alcohol and other drugs in foundation social work courses, heighten community awareness about substance abuse issues, and growth of the profession. The Mandel School was one of six schools of social work chosen to participate in the national initiative to promote faculty development in substance abuse.

The evaluation framework for the project was a four level outcome model to assess the impacts on faculty fellows, the curriculum, other institutional systems, the community and the social work profession. Several outcome analyses formed the basis of the program evaluation. Examples include: pre and post surveys of AODA curriculum content, impact studies on Faculty Fellows and field instructors, trend analyses of AODA in Continuing

education, and content analysis of annual progress reports. Primary assessment tasks involved: evaluation design, data collection, analysis, and report writing. The level of support for the project was \$205,000. The evaluator contributed ten percent of her academic time annually.

1980-1982

Project Director/Co-Investigator: National Study of Employer Attitudes and Practices Toward Youth

NATIONAL URBAN LEAGUE RESEARCH DEPARTMENT,
Washington, D.C.

Conducted national study of private employers' attitudes and practices toward youth. Chief tasks included design, implementation, analysis and report writing. Funded by U.S. Department of Labor. The level of support was \$218,000.

1977-1979

Principal Investigator: Black Managers in Project Corporate America
CONFERENCE BOARD, New York, NY

Conducted national study of career perceptions among black managers in major U.S. corporations. Key responsibilities included design, implementation and analysis of results. Sponsored by the Conference Board.

Publications, Monographs and Papers

Nixon, R. (1977). The life history of a career property criminal offender: Towards an explanatory model. M.A.Thesis, Department of Sociology and Anthropology, Howard University.

Nixon, R. (1980). Black managers in big business: Some preliminary findings. The Executive Report, 2(8).

Nixon, R. (February,1983). Upward mobility among minority executives: Problems and solutions. A paper presented at the National Urban League Advisory Council. New York, NY.

Nixon, R. (March, 1983). Some methodological problems of conducting research on race in corporate America. A paper presented at the National Urban League Advisory Council. New York, NY.

Nixon, R. (June, 1983). Minority managers in majority settings. A paper resented at the First Professional Development Conference. Black Career Women, Inc., Nassau, Bahamas.

Henderson, L. & Nixon, R. (Eds.) (1983, Summer). Minorities in labor market (Urban League Review). Washington, DC: National Urban League Research Department

Nixon, R. (1983, Summer). Black managers in Corporate America: A good fit? Urban League Review, 7(2).

Hill, R. B. & Nixon, R. (1984). Youth employment in America industry. New Brunswick, NJ: Transaction Books.

Nixon, R. (February, 1984). Corporate identity among minority managers. A paper presented at the Black values in the American Workplace Conference. New Orleans, LA

Nixon, R. (1985). Climbing the corporate ladder: Some perceptions among black managers. Washington, DC: National Urban League Research Department

Nixon, R. (1985). Black managers in corporate America: Alienation or integration? Washington, DC: National Urban League Research Department.

Nixon, R. (1985). Perceptions of job power among black managers in corporate America. Washington, DC: National Urban League Research Department.

Nixon, R. (November, 1985). Enhancing corporate career success through formal mentoring programs. A paper presented at the National Association of Minority Engineering Program administrators. San Diego, CA.

Nixon, G. R. & Spearmon, M. (1991). Building a pluralistic workplace. In R. Edwards & J. Yankey (Eds.), Skills for effective human services management. Silver Springs, MD: National Association of Social Workers.

Nixon, G. R. & Spearmon, M. & Bailey, D. (June, 1991). Higher ground: Pluralism vs. diversity in the American workplace. A paper presented at the 18th Annual Organizational Behavior Teaching Conference. Western Washington University.

Nixon, G. R., (1992). Program history, goals and services: Phase I evaluation. National Institute for Responsible Fatherhood and Family Development. Cleveland, Ohio.

Nixon, G. R. & King, A. E. O. (1992). An analysis of a non-traditional outreach counseling model. National Institute for Responsible Fatherhood and Family Development. Cleveland, Ohio.

Nixon, G. R. (1992). A preliminary evaluation of selected outcomes for family development participants: Cleveland housing network. Mandel School of Applied Social Sciences, Case Western Reserve University. Cleveland, Ohio.

Nixon, G. R. (1993). Alcohol and other drugs: Curriculum and training assessment survey. Faculty Development Program, Mandel School of Applied Social Sciences, Case Western Reserve University. Cleveland, Ohio.

Nixon, G. R. & Tracy, E. M. (1993). Shedding welfare: A process and outcome evaluation. The Cleveland Housing Network Family Development Program, Mandel School of Applied Social Sciences. Case Western Reserve University. Cleveland, Ohio.

Nixon, G.R. (1993). Social programs serving low income and welfare consumers: A comparative study. Mandel School of Applied Social Sciences. Case Western Reserve University. Cleveland, Ohio.

Nixon, G. R. & King, A.E.O. (1993). Former client outcome survey (1984-1992): Phase III evaluation. National Institute for Responsible Fatherhood and Family Development. Cleveland, Ohio.

Nixon, G. R. (1994). The design of a consumer tracking management system: Phase IV evaluation. National Institute for Responsible Fatherhood and Family Development. Cleveland, Ohio.

Nixon, G.R. (1994). From Welfare to Work: A case study in family development. A paper presented at the Sixth Annual Conference for the National Association of Family Based Services. Fort Myers, Florida.

Nixon, G.R. & Tracy, E.M. (April, 1994) Helping families move toward self-sufficiency: Evaluation of a Family Development Program. Health and Human Services. Federation for Community Planning. Cleveland, Ohio.

Kola, L.A. & Nixon, G.R. (August, 1995). Faculty Development Program in Alcohol, Tobacco, and Other Drugs (1990-1995). Center for Practice Innovation. Mandel School of Applied Social Sciences. Case Western Reserve University. Cleveland, Ohio.

Nixon. G.R. & Welch, C. (February,1997). Fathers and Families Together: Center for Families and Children. Final Evaluation Report Cleveland, Ohio.

Nixon, G.R. & Shenyang, G. (1998). Handbook of Measures and Data Analysis: Center for Families and Children. Center on Poverty and Social Change. Mandel School of Applied Social Sciences. Case Western Reserve University. Cleveland, Ohio.

Organizational Affiliations

Member:	Advisory Board, Neighborhood Leadership Institute
Regional Coordinator:	International Black Women's Congress
Facilitator:	Neighborhood Leadership Cleveland Levine School of Urban Affairs, Cleveland State University

References

Provided Upon Request