

# *CURRICULUM VITAE*

## **Mark G. Chupp**

Associate Professor  
Jack, Joseph, and Morton Mandel School of Applied Social Sciences  
Case Western Reserve University  
10900 Euclid Avenue  
Cleveland, OH 44106-7164  
mark.chupp@case.edu

### **EDUCATION**

- 2003 Case Western Reserve University  
Mandel School of Applied Social Sciences  
Ph.D. in Social Welfare  
Research focus: Inter-ethnic conflict and social capital formation
- 1992 University of Michigan  
Master's in Social Work  
Concentration: Community organization
- 1981 Goshen College  
Bachelor of Arts  
Major: History and Peace Studies

### **ACADEMIC HONORS**

- 2019 Award of Distinction for Unequivocal Support and Enduring Commitment, Provost Scholars, Case Western Reserve University.
- 2009 Best Paper Award, Association for Research on Nonprofits and Voluntary Action Annual Conference.
- 2008 John A. Yankey Outstanding Teacher Award, Mandel School of Applied Social Sciences, Case Western Reserve University.
- 2004 Honoree and Presenter, 16<sup>th</sup> National Doctoral Research Symposium for Social Work, The Ohio State University, Columbus, Ohio.
- 1997-1998 Cleveland Foundation Research Fellow, Center for Urban Poverty and Social Change, Case Western Reserve University
- 1991 University of Michigan Fellowship for nontraditional students

### **ACADEMIC AND RESEARCH APPOINTMENTS**

- 2021-present Associate Professor, Mandel School of Applied Social Sciences  
Case Western Reserve University

- 2020-present Secondary Faculty, Division of General Medical Sciences, Center for Community Health Integration, School of Medicine, Case Western Reserve University (pending)
- 2020-2023 Co-Director, Social Justice Institute, Case Western Reserve University
- 2018-present Leadership Team, Generalist Curriculum Development, MSW Program, CWRU
- 2016-present Founding Director, Community Innovation Network, Mandel School of Applied Social Sciences
- 2015-present Faculty, Asset Based Community Development (ABCD) Institute, DePaul University
- 2015-2018 Director, International Programs, Mandel School of Applied Social Sciences
- 2014-present Chair, Community Practice for Social Change in the MSSA Program  
Jack, Joseph, and Morton Mandel School of Applied Social Sciences  
Case Western Reserve University
- 2009-2021 Assistant Professor, Mandel School of Applied Social Sciences  
Research Associate, Center on Urban Poverty and Community Development  
Director, East Cleveland Partnership  
Case Western Reserve University
- 2006-2009 Visiting Assistant Professor, Mandel School of Applied Social Sciences,  
Research Associate, Center on Urban Poverty and Community Development  
Case Western Reserve University
- 2002-2006 Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban Affairs, Cleveland State University
- 2005 Instructor, Peacebuilding and Development Institute, School of International Service, American University
- 2002-2004 Adjunct Faculty, Levin College of Urban Affairs, Cleveland State University
- 1998-2002 Project Manager, Center for Neighborhood Development  
Levin College of Urban Affairs, Cleveland State University
- 1996-present Instructor, Summer Peacebuilding Institute, Center for Justice and Peacebuilding (formerly Conflict Transformation Program), Conflict Eastern Mennonite University
- 1996-1999 Adjunct Faculty and Consultant, Department of Peace, Justice and Conflict Studies, Goshen College, Goshen, Indiana

## TEACHING

- 2006-present **Mandel School of Applied Social Sciences**

Case Western Reserve University, Cleveland, OH

SASS 502: Change Agent Intensive, Course Design Team (virtual & on-campus), taught first run of course. 2020

SASS 507: Community Theory and Practice, co-designed course (virtual & on-campus), taught first run of course, 2020.\*

SASS 566: Assessing and Engaging Community, co-designed course (virtual & on-campus), taught first run of course, 2020.\*

SASS 567: Strategies for Building and Organizing Community, 2013, 2015, 2016, 2020 (virtual format). 2007-present (on-campus format).\*

SASS 478: Macro Practice Skills for Working with Groups, Organizations and Communities, 2007 to present.\*

SASS 369: Social Networks and Community Organizing in the 21<sup>st</sup> Century, 2012.\*

SASS 575: Health, Human and Social Development in Urban and Rural Ecuador, 2011, 2012-2018.\*

SASS 575: Community Development in Guatemala, Case Western Reserve University. Undergraduate and graduate 10-day course in Guatemala, 2009, 2010.

\*Lead Instructor and Designer

2002-2005

**Maxine Goodman Levin College of Urban Affairs**  
Cleveland State University, Cleveland, OH

Management in Urban Organizations, undergraduate course, Cleveland State University, Fall 2005.

Conflict Management, undergraduate course, Cleveland State University, 2002, 2004

1996-present

**Summer Peacebuilding Institute, Center for Justice and Peacebuilding (masters level)**  
Eastern Mennonite University

Community Organizing for Social Change, 2012, 2015, 2016, 2019

Quality Research for Social Change, 2002, 2004, 2008, 2010, 2013.

Collaborative Approaches to Urban Conflict, 1996

Facing Urban Violence in School and Community, graduate course, Eastern Mennonite University, 1997, 1999, 2001

Transforming Conflict and Violence, designed and taught foundation course for undergraduate major, Goshen College, 1998, 1999

2005-2006 **Peacebuilding Institute**  
American University, Washington, DC  
Positive Approaches to Peacebuilding and Development (with Claudia Liebler), graduate course, Summer 2005 and Summer 2006

1998-2000 **Goshen College, Indiana**

Served as consultant with George Lopez (Notre Dame University) for the development of a major in Peace, Justice and Conflict Studies

Conflict Mediation, designed and taught 4 hour undergraduate course with field component, 1999, 2000

#### **NATIONAL AND INTERNATIONAL PRESENTATIONS**

2022 Chupp, M.G. (2022). "Using Asset-Based Community Development to Maximize Student Learning and Community Impact," 2-day service learning workshop for DePaul University. June 23-24.

2022 Chupp, M.G. (2022). "Nothing for us without us," Mandel School Impact Talk. Case Western Reserve University, April 13.

2022 Chupp, M.G. (2022). "I want to understand you," Cavicchi Christian Education Forum. Rocky River United Methodist Church, March 20.

2021 Chupp, M.G., García-Cobián Richter, F, Hovmand, P., Martin, Jr., D., Coffey, A., Hollin-Wright, T. (2021). "Integrating Learning into a 2022 CBPR Community of Practice," Federal Reserve Bank national webinar, November 11.

2021 Chupp, M.G. & Fletcher, A. (2021). "Toward Authentic University-Community Engagement," presentation at The Power of MACRO Social Work: Forging Pathways Toward a More Just and Equitable World. Macro United Conference, online, June 3.

2020 Chupp, M.G. & Garcia Zembrana, I. (2020). "An Analysis of Six Power Ladders, Wheels, and Progressions: From Non-participation to Community Control and from Victims to Producers," Presentation at the Global (Un)conference, Co-Creating Our Future Stories of Hope and Action, online, June 24.

2020 Burghardt, S. (Producer). (2020, February 19). *Appreciative Inquiry: Steve Burghardt Interviews Mark Chupp*. [Audio Podcast]. Retrieved from <https://macrosocialworkstories.org/2020/02/19/appreciative-inquiry/>.

2020 Chupp, M. G., Garth, G., & McDonnell, K. (2020). "Connecting institutions, nonprofits, researchers and people on the frontlines through strength-based approaches

to community change,” presentation at the National Community Leaders Summit, Essential Partners, online, June 26.

- 2020 Chupp, M. G. & McKinney, S. (2020). “Effective Neighboring across Difference: Lessons Learned in Participatory Action Research,” e-poster presentation, Society for Social Work and Research, Washington, DC, January 17.
- 2018 Chupp, M. G. (2018) “Facilitating Racial Equity in Funding the Arts,” presentation, National Coalition on Dialogue and Deliberation Biennial Conference, Denver Colorado, November 2.
- 2018 Chupp, M. G. & Broadus D. (2018) “Bridging the Divide: Urban Universities and the Communities They Serve,” International Conflict Resolution Education Conference, Case Western Reserve University, May 25.
- 2017 Chupp, M. (2017). Bridging the Divide in a Polarized Society. International Conference on Conflict Resolution Education, Mershon Center for Security Studies, Ohio State University, Columbus, OH, March 16.
- 2017 Chupp, M. & White, B. (2017). From Protest to Problem Solving: Fostering Difficult Dialogues that Transcend Conflict. Invited pre-conference workshop at the American Association of Colleges and Universities’ General Education and Assessment Annual Conference, Phoenix, AZ, February 23.
- 2016 Chupp, M. (2016). Transforming Worldviews in Students, or Not? Examining the Effects of Short-term Study Abroad. 46<sup>th</sup> Annual Conference of the Urban Affairs Association, San Diego, CA, March 18.
- 2015 Chupp, M. & Holzer, N. (2015). Practices for Community Organizing. Toledo, OH: International Institute on Peace Education, July 28.
- 2015 Chupp, M. G. (2015). A Three-Fold Cord: Integrating Community Building, Organizing and Conflict Transformation in Community Change. 45<sup>th</sup> Annual Conference of the Urban Affairs Association, Miami, Florida, April 9.
- 2014 Chupp, M. G. & Graham, M. (2014). Right-Sizing Community Development: Merging Citywide Nonprofits for Effective Infrastructure for Comprehensive Neighborhood Revitalization. 44<sup>th</sup> Annual Conference of the Urban Affairs Association, San Antonio, Texas, March 21.
- 2013 Chupp, M. G. (2013). “Knowledge Both Ways: Engaging the Community as Peer” Speaker Series sponsored by Cleveland State University and the Civic Commons. April 18, 2013.
- 2012 Chupp, M. (2012, November). *Circles for Building Community Across Race and Class*. Relational Practices in Conflict Transformation, Mediation and Peacebuilding: From the Intimate to the International, Taos Institute Conference, San Diego, CA.

- 2012 Chupp, M. & McGowan, J. (2012, October). *Local Justice: Promoting sustainability and economic development among urban neighborhoods*. Peace and Justice Studies Association Annual Conference, Tufts University, Boston, MA.
- 2011 Chupp, M. (2011, March). *Getting the Most out of Service Learning: Maximizing Student, University, Community Impact*. Presentation at the Annual Meeting of the Urban Affairs Association, New Orleans, LA.
- 2010 Chupp, M. (2010, October). *Getting the Most out of Service Learning: Maximizing Student, University, Community Impact*. Poster presentation at the Annual Program Meeting of the Council of Social Work Education, Portland, OR.
- 2009 Chupp, M. & Vadapalli, D. (2009, November). *Challenges of Place-Based Community Development: A View from Cleveland*. Presentation at the 38<sup>th</sup> Annual Conference of the Association for Research in Nonprofit Organizations and Voluntary Associations, Cleveland, OH.
- 2009 Chupp, M. & Vadapalli, D. (2009, July). *Limitations and Lessons in Place-Based Community Development*. International Consortium for Social Development 16<sup>th</sup> Symposium, Monterrey, Mexico.
- 2008 Chupp, M. (2008, November). *Transforming the Civil Discourse and Neighborhood Identity through Action Research Community Organizing in Racially Transitioning Neighborhoods*. Paper presentation at the 37<sup>th</sup> Annual Conference of the Association for Research in Nonprofit Organizations and Voluntary Associations, Philadelphia, PA.
- 2008 Chupp, M. (2008, September). *Conceiving Coexistence as a Tool for Conflict Prevention*. Ninety-minute workshop at Association for Conflict Resolution Annual Conference, Austin, TX.
- 2008 Chupp, M., Wibby, B., Mikovitz, B, Havey, M., & Schnell, K. (2008, April). *Students Mobilize to Get University to Adopt Anti-Sudan Investment Policy*. Workshop presented at the Social Welfare Action Alliance Annual Conference, Houston, TX.
- 2008 Chupp, M. & Salipante, P. (2008, February). *How Integrated are Stably Integrated Communities? A consideration of the role of nonprofit organizations in fostering inter-ethnic interaction*. Research seminar presented to the Mandel Center for Nonprofit Organizations, Cleveland, OH.
- 2008 Chupp, M. (2008, March). *Appreciative Inquiry. Transforming Relationships, Organizations, and Communities*. Workshop presented at the Center for Community Solution Annual Human Services Institute, Cleveland, OH.
- 2007 Chupp, M. (2007, July). *Appreciative Conflict Transformation*, Workshop presented at 27<sup>th</sup> Conference of the Council of International Fellowship, Cleveland, OH.

- 2007 Chupp, M. (2007, October). *Community coexistence: Do we need to renegotiate our social contract?* Symposium conducted at the Association for Conflict Resolution Annual Conference, Phoenix, AZ.
- 2007 Chupp, M. (2007, Nov). *Action Research: Higher Education, Community, and Government Partnerships to Address Conflict Affecting Youth*. Workshop provided to faculty from across Northeast Ohio in preparation for the Youth and Violence International Conference, Cleveland, OH.
- 2007 Appreciative inquiry: A tool for positive change. 2007 Workplace Giving Summit, Annual meeting of the National Alliance for Choice in Giving.
- 2006 Transforming race relations: Principles of practice from four approaches, Association for Conflict Resolution Annual Conference, Philadelphia, PA October 27, 2006.
- 2005 Consortium of Urban and Metropolitan Universities, Los Angeles, CA
- 2005 Guest Lecture at Zagreb School of Economics and Management and Zadar University Croatia, "Methods of Effective Communication between Local Government and Citizens," Appreciative Inquiry training for mayors and managers from across Croatia, Croatia USAID Local Government Reform Project.
- 1990-2004 Regular presenter at national conferences, including:  
 Urban Affairs Association, Annual Meeting  
 Association for Conflict Resolution, Annual Conference  
 Society for Professionals in Dispute Resolution, Annual Conference  
 National Conference on Peacemaking and Conflict Resolution, Biennial  
 Ministry of Reconciliation Annual Conference  
 Victim Offender Mediation Association Annual Conference
- 1986 American Criminology Society Annual Meeting
- 1985 British Reparations Conference, Keele University, England

#### **JOURNAL ARTICLES AND PROCEEDINGS**

- Chupp, M., Hirsch, J. & Malone, M. (2023). Integrating Asset-Based Community Development and Community-Based Research for Social Change: A Beginning. *Gateways: International Journal of Community Research and Engagement*, Article ID 8968. <http://dx.doi.org/10.5130/ijcre.v16i2.8968>
- Chupp, M.G., Fletcher, A.C. & Grauly, J.P. (2021). Toward authentic university-community relations. *Beyond Lip Service: Bringing Racial Justice to Black and Brown Communities, special issue of Journal of Community Practice* (in press).
- Chupp, M., Madden, J., & Yankey, J. (2013, June 11). [Strategic planning](#). In *Encyclopedia of Social Work*. Last modified 2022, May 18. doi: <https://doi.org/10.1093/acrefore/9780199975839.013.380>

Jewett-Tennant, J., Collins, C., Matloub, J., Patrick, A., Chupp, M., Werner, J., Borawski, E.A. (2016). Partnership among peers: Lessons learned from the development of a community organization/academic research training program. *Progress in Community Health Partnerships: Research, Education, and Action*, 10/3, 461-470.

Chupp, M. G. & Joseph, M. L. (2010). Getting the most out of service learning: Maximizing student, university, and community impact. *Journal of Community Practice*, 18, pp. 190-212.

Chupp, M. G. (2009). Task groups as agents of community change. In Gitterman, A., & Salmon, R. (Eds.). *Encyclopedia of social work with groups*. New York: Routledge, pp. 269-272.

Krumholz, N., Keating, D., Star, P. & Chupp, M. (2006). The Long Term Impact of CDCs on Urban Neighborhoods: Case Studies of Cleveland's Broadway-Slavic and Tremont Neighborhoods. *Community Development*, Volume 37/4, Special Issue on Participation, pp. 33-52.

Chupp, M. (2004). Pathways to Trust: Interethnic Social Capital Formation in a Disadvantaged Neighborhood, in *Proceedings of the 16<sup>th</sup> National Symposium on Doctoral Research in Social Work*, Ohio State University.

Lederach, J.P. & Chupp, M. (1995). *¿Conflicto y Violencia? Busquemos Alternativas Creativas*, a 240-page training manual for facilitators on conflict resolution and alternatives to violence, Guatemala: SEMILLA.

## **BOOK CHAPTERS**

Chupp, M. G. & Shadmi Wortman, S. (2024). Community building meets conflict transformation: An integrated approach. In Palgi, M., Getz, S. *Conflicts and Conflict Management in Intentional Communities*. De Gruyter.

Chupp, M. (2004). Principles of Practice for Transforming Race Relations:," in Burgess, G. & Burgess, H. (Eds.) *Beyond Intractability*, web-based book co-authored by scholars and practitioners in international peacebuilding, <https://www.beyondintractability.org/bi-aff-project/principles-of-practice/home>.

Chupp, M. (2003). Creating a Culture of Peace in Postwar El Salvador," in Cooperrider, D., Abu-Nimur, M., Liebler, C., Sampson, C. & Whitney, D. (Eds.) *Positive Approaches to Peacebuilding: A Practitioners' Resource*, Washington, DC: Pact Publishing.

Chupp, M. (2000). Creating Space for Peace: The Nicaraguan Peace Commissions," in Sampson, C. and Lederach, J.P. (Eds.). *From the Ground Up: Mennonite Contributions to International Peacebuilding*, Oxford University Press.

Chupp, M. (1988). The Practice of Victim Offender Reconciliation: Program Procedures and Rationale, in M. Wright and B. Galaway (Eds.), *Mediation and Criminal Justice*. London, England: Sage Publications.

## **BOOK REVIEWS IN JOURNALS**



Chupp, M. G. (2010). Review of *In Harm's Way: A History of Christian Peacemaker Teams*. By Kathleen Kern. *Mennonite Quarterly Review*.

Chupp, M. G. (2002). Review of *Reaching for Higher Ground in Conflict Resolution: Tools for Powerful Groups and Communities*, by E. Franklin Dukes, Marina, A. Pischolish, and John B. Stephens. Jossey-Bass, 2000. In *International Journal of Conflict Management*, 13/2, pp 196-200.

Chupp, M. G. (2000). Review of *Revolutionary Movements in Latin America: El Salvador's FMLN and Peru's Shining Path*, by Cynthia McClintock, United States Institute of Peace, 1998. In *International Journal of Conflict Management*, 11/2, pp 191-194.

#### **NON-REFERRED PUBLISHED ARTICLES**

Breen Wood, Z., Edguer, M. N., Hussey, D. L., Chupp, M., & Gilmore, G. C. (2022). *Competency-Based Social Work Education: 25 Years of Innovation & Leadership*. Cleveland: Case Western Reserve University.

Chupp, M. G. (2020). "Five steps to heal our nation and strengthen our democracy." *Columbus Dispatch*, OpEd, November 26. <https://www.dispatch.com/story/opinion/columns/2020/11/26/five-steps-heal-our-nation-and-strengthen-our-democracy/6406935002/>

Chupp, M. G. (2020). "Transform economy to create greater equity and prepare for the next global crisis." *Columbus Dispatch*, OpEd, May 20. <https://www.dispatch.com/opinion/20200528/column-transform-economy-to-create-greater-equity-and-prepare-for-next-global-crisis>

"Community Organizers Help Ordinary People Solve Local—and National—Problems," *Cleveland Plain Dealer* (Op. Ed.), September 14, 2008.

"Coventry: New Urbanism in an Old Neighborhood," *Sun Press* (Op. Ed.), July 2006.

"From Culture Wars to Cultural Harmony," *Conciliation Quarterly*, 21, No. 1, 2002.

"Lessons from Littleton," *The Mennonite*, May 18, 1999.

"Restorative Justice as Community Building," *Full Circle*, 1, 4: 2. Washington, DC: Restorative Justice Institute, October 1997.

"A Mosaic of Urban Peacemaking Strategies," with André Gingerich Stoner, *Conciliation Quarterly*, V 13:4, Fall 1994

"Conflict Transformation: A Spiritual Process," *Conciliation Quarterly*, V 12:4, Fall 1993.

"Agents of Transformation," *Newsletter on the Americas*, V 5:3, September 1992

"Community: The Forgotten Player in Restorative Justice," *Crime and Justice Network Newsletter*, V.13:6, April-June 1992

"Traditional Justice Among the Pueblo," Crime and Justice Network Newsletter, V.13:4, October-December 1991

"When Mediation Is Not Enough," Conciliation Quarterly, V 10:3, Summer 1991

"When Means and Ends Come Together," Conciliation Quarterly, Summer 1991

"Faith and VORP," in MCC Peace Section Newsletter, V 16, 1, January 1986

"VORP: The Alternative Debate," in VORP Network News, Spring, 1985

"Skejby: A Danish Experiment in Self-Government," co-authored with Dean Peachey, in *Liaison: Journal of the Canadian Criminal Justice System*, Ottawa, Canada, August/September 1985

### **OTHER PUBLICATIONS AND TECHNICAL REPORTS**

Chupp, M. G., Gaulty, J. P. & Kura, E. (2023). *Systems Coming Together to End Youth Human Trafficking in Cuyahoga County: A Community Assessment*. Cleveland, OH: Case Western Reserve University, Community Innovation Network.

Chupp, M. G., Gaulty, J. P., Panetta, D., Shenk, J., Fisher, A., & Wells, J. (2022). *Living Road Map for South Central Elkhart: Complete Neighborhood We Thrive 2040 Vision Report*. Cleveland, OH: Case Western Reserve University, Community Innovation Network.

Chupp, M. G. (2020). Response to Polarization in US  
"Election Reflection: 5 Steps to Heal Our Nation and Strengthen Democracy" November 11  
"Transforming Systems and Relationships" September 29  
"Seeing the Other in Our Midst" September 15

Chupp, M.G., Smucker, R., Dennis, D., & Williams, A. (2020). *Racial Inclusion and Equity Congregational Survey Report*. Forest Hill Church.

Chupp, M.G. (2020) Response to the Racial Uprising  
"Where to Now, Congressman Lewis?" July 30  
"Defund the Police, Invest in Community" July 7  
"Ten Days that Changed the World" June 22

Chupp, M.G. (2020) COVID-19 Response Series of Essays  
"Transformed by the Pandemic: Community is Essential" May 28  
"Transformed by the Pandemic: Fighting over Responses to COVID are Just Symptoms" May 14  
"An Exponential Rise in Goodness and Trust" April 30  
"Transformed by the Pandemic: Opening Up and the Return to Normal" April 27  
"Fear, Denial and Connectedness" March 30

Chupp, M. G. (2018) *Common Ground Host Guide*. The Cleveland Foundation.

Chupp, M. G. (2018) *Common Ground Facilitator Guide*. The Cleveland Foundation.

These publications were created to support volunteer hosts and facilitators for this annual program of the Cleveland Foundation.

- Chupp, M., & Gersovitch, A. (2018). *Public Space for the People: The Cultural Drivers of Public Space*. Community Innovation Network, Case Western Reserve University.
- Chupp, M & Larkins, J. (2017). *Benjamin Rose Institute asset mapping pilot project final report*. Cleveland, OH: Jack, Joseph, and Morton Mandel School of Applied Social Sciences, Case Western Reserve University.
- Chupp, M. (Ed.). (2016). *Boulevard neighborhood community assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.
- Chupp, M. & Holzer, N. (2016). *Community engagement toolkit: Building the Geauga Income Collaborative's capacity for ongoing community engagement*. Cleveland, OH: Jack, Joseph, and Morton Mandel School of Applied Social Sciences, Case Western Reserve University.
- Joseph, M.J., Chupp, M.G., Miller, E., Gearhart, M., Gress, T., Anthony, E. (2015). *Cleveland Neighborhood Progress Inc. External Role, Relationships and Impact: Organizational Assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.
- Mandel School of Applied Social Sciences. (2015). *Noble neighborhood community assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.
- Chupp, M. G. & Joseph, M. L. (2014). *East Cleveland Perceptions and Connections: Baseline Survey, Case Western Reserve University*. Cleveland: Case Western Reserve University Center on Urban Poverty and Community Development.
- Chupp, M. (2013). *Cleveland Neighborhood Development Coalition: A Way Forward*. Cleveland: Neighborhood Progress, Inc.
- Fischer, R., Joseph, M., Chupp, M, Hirsh, A., & Gress, T. (2013). *Baseline Household Survey: August/September 2012*. The Community Builders, Inc. Community Life Initiative at Cascade Village. Cleveland, CWRU Mandel School of Applied Social Sciences.
- Joseph, M.J., Chupp, M.G. & Fischer, R. (2012). *Neighborhood Progress Inc. Organizational Assessment: External Role, Relationships and Impact*. Cleveland, OH: Mandel School of Applied Social Sciences.
- Harris, D. G. & Chupp, M. G. (2010). *Service Learning in Community Development: Partnering in East Cleveland*. Briefly Stated, Center on Urban Poverty and Community Development, Case Western Reserve University.
- Chupp, M., Kaminski, E. & Mueller, J. (2005). *Organizing and Building Community: A Manual*, training manual applying Appreciative Inquiry to community organizing. Cleveland, OH: Cleveland State University.
- Bowling, C., Chupp, M, Hoxsey, J. & Stone, M. (2004). *Foundations of Appreciative Inquiry*, 135 page training manual. Appreciative Inquiry Program in Community and Social Change, Cleveland State University.

Burkholder, S. H., Chupp, M. G. & Star, P. (2003). *Principles of Neighborhood Planning for Community Development*, prepared for Neighborhood Progress, Inc..

*Community Development in South Lorain: Assessment and Recommendations*, report prepared for the Local Initiative Support Corporation and submitted to the City of Lorain, 2002.

*Bridging the Gap: Building a CDC-Human Service Collaborative to Expand the Availability of Affordable Supportive Housing*, Maxine Goodman Levin College of Urban Affairs, 2001.

*Investing in People through Place: The Role of Social Capital in Transforming Neighborhoods* monograph prepared for the Annie E. Casey Foundation, August 31, 1999.

Chupp, M. (1997). *Community Mediation Training Manual*, a 75 page manual for use in conflict mediation training. Elkhart, IN: Violence Intervention Project.

*Listening to What the Community Wants: A Collaborative Needs Assessment Project*, a 50-page report written with six research students from Goshen College, Goshen College Department of Sociology and Cultural Anthropology, June 1994.

*Violence: Effects Upon Our Lives and Future*, a report on public attitudes and violence levels in Elkhart, City of Elkhart, July 1992.

*Un Experimento en Recarcimiento*, (the history of Victim Offender Mediation and its application to Costa Rica), San Jose: Costa Rican Ministry of Justice, 1989

“VORP Case and Information Management Systems,” in H. Zehr (Ed.), *The VORPBook*. Valparaiso, IN: PACT Institute of Justice, 1984

## **GRANTS AND CONTRACTS**

|           |  |
|-----------|--|
| 2022-2023 | Principal Investigator, Working Together to Break the Cycle of Child Trafficking in Greater Cleveland using an Appreciative Inquiry Approach<br>Ohio Mental Health and Addiction Services Department<br>\$48,800 |
| 2022-2023 | Principal Investigator, CDC Assessment and Maturity Model Development<br>Cleveland Neighborhood Progress<br>\$38,400   |
| 2022-2023 | Principal Investigator, Sustaining Foundations of Community Building<br>CWRU Provost Think Big Community Engagement Grant<br>\$20,000  |
| 2021-2025 | Principal Investigator, The Social Justice Institute Post-Doctoral Fellowships<br>The George Gund Foundation<br>\$300,000  |

|           |  |
|-----------|--|
| 2021-2023 | Lead Trainer, Neighbor to Neighbor Community Engagement Strategy<br>Cleveland Neighborhood Progress (the Cleveland Foundation)<br>\$55,000   |
| 2021-2022 | Principal Investigator, Transforming the YMCA into Centers of Wellness<br>YMCA of Greater Cleveland<br>\$68,150  |
| 2021      | Principal Investigator, Participatory Action Research Consultation<br>Federal Reserve Bank (nationwide)<br>\$24,000  |
| 2020-2021 | Lead Consultant, Community Engagement Strategy for AsiaTown Cleveland<br>MidTown Cleveland<br>\$8,000 + \$13,000   |
| 2020-2021 | Consultant, External Committee on Community Engagement and Social Impact<br>Think Big Seed Grant, Case Western Reserve University<br>\$10,000  |
| 2018-2021 | Principal Investigator, Build Capacity - Strengthen Communities<br>George Gund Foundation<br>\$100,000 (over 3 years)  |
| 2019-2021 | Consultant, Community Engagement Capacity Building with an Asset-Based Approach<br>Community Foundation of Elkhart County, Elkhart, IN<br>\$25,000 + \$25,000  |
| 2019-2020 | Consultant, Development of a place-based community engagement strategy using the<br>ABCD framework in Baltimore, MD.<br>Bainum Foundation, Baltimore, MD<br>\$80,635                                     |
| 2018-2020 | Consultant, Case Western Reserve University Community Engagement Planning<br>George Gund Foundation, Cleveland, OH<br>\$75,000 (portion of \$1,000,000 capital grant to Case Western Reserve University) |
| 2018-2020 | Scholarships for neighborhood residents, Foundations of Community Building<br>Office of the Provost, Case Western Reserve University<br>\$17,500 + \$17,500 (2 cohorts)                                  |
| 2018-2019 | Co-Principal Investigator, Promoting Effective Neighboring<br>St. Luke's Foundation, Cleveland, OH<br>\$20,000   |
| 2018-2019 | Training Grant, Beyond Conflict Management<br>City of Lakewood, OH<br>\$16,000   |

|             |  |
|-------------|--|
| 2018        | Training Grant, Common Ground Facilitation and Training<br>The Cleveland Foundation<br>\$10,000  |
| 2017-2018   | Principal Investigator, Evaluate impact of CNP Race, Equity, and Inclusion (REI) work<br>Cleveland Neighborhood Progress<br>\$76,450                                     |
| 2017-2018   | Co-Principal Investigator, Promoting Effective Mixed-Income Communities in Cleveland<br>PNC Bank, Cleveland, OH<br>\$40,000  |
| 2015-2016   | Consultant, Neighbor Up Capacity Building Program.<br>Neighborhood Connection<br>\$21,649  |
| 2015-2016   | Consultant, GEAR Assessment with Cleveland CDCs<br>Cleveland Neighborhood Progress<br>\$7,875  |
| 2016        | Principal Investigator, East Cleveland Target Area Plan<br>Third Federal Savings and Loan and Third Federal Foundation   |
| 2015-2016   | Co-Principal Investigator, Organizational Assessment Cleveland Neighborhood Progress<br>\$20,000   |
| 2015-2016   | Co-Principal Investigator, Capacity Building for Geauga Income Collaborative<br>Lake-Gauga Fund, The Cleveland Foundation<br>\$60,000                                    |
| 2015-2016   | Co, Principal Investigator, Cleveland Neighborhood Progress Organizational Assessment<br>George Gund Foundation, Cleveland Foundation, and Mandel Foundation<br>\$75,000 |
| 2014-2015   | Principal Investigator, East Cleveland Target Area Plan<br>Third Federal Savings and Loan and Third Federal Foundation<br>\$25,000                                       |
| 2013-2014   | Principal Investigator, East Cleveland Target Area Plan<br>Third Federal Savings and Loan and Third Federal Foundation<br>\$25,000                                       |
| 2014 – 2015 | Principal Investigator<br>Supporting Community Building and Resident Engagement in East Baltimore<br>Annie E. Casey Foundation<br>\$55,000                               |

|           |   |
|-----------|---|
| 2013-2014 | Faculty Associate, East Baltimore Resident Engagement Strategy<br>Annie E. Casey Foundation<br>\$150,000  |
| 2012      | Co-Investigator<br>Cascade Village Evaluation of Community Life Initiative at this Hope VI project<br>Knight Foundation<br>\$93,000   |
| 2012      | Co-Principal Investigator, East Cleveland Baseline Survey<br>Provost Office of Case Western Reserve University<br>\$3,000   |
| 2011      | Faculty Liaison, Partners in Education, Evaluation and Research (PEER)<br>Grant from the CWRU Clinical and Translational Science Collaborative<br>Prevention Research Center, Case Western Reserve University<br>\$180,000 (\$25,000)   |
| 2010      | Director, Debut Collaborative Research Project<br>Supplement grant from CWRU Social Justice Institute<br>\$29,000   |
| 2010      | Director, Debut Collaborative Research Project, Social Justice Alliance<br>Interdisciplinary Alliance Investment Grant, Case Western Reserve University<br>\$400,000 (\$165,000)  |
| 2009      | Director of Community Collaboration (2009-2010), Director of Training and Mentoring<br>(2011-14) Prevention Research Center for Healthy Neighborhoods<br>Centers for Disease Control and Prevention<br>\$4,250,000 (\$75,000)   |
| 2008      | Project Director, Partnership in East Cleveland. Grant from The Center for Community<br>Partnerships, Case Western Reserve University. \$1,000.   |
| 2005-2006 | Principal Investigator, Analysis of Public Engagement Data from Voices & Choices, a 15-<br>county regional public deliberation process. Contract with <i>AmericaSpeaks</i> (funding from<br>The Fund for Our Economic Future) to lead 5-member qualitative analysis research team<br>and to serve on content development and public engagement committees for 18-month<br>initiative. Two awards: \$53,000, and \$20,000. |
| 2005      | Principal Investigator, Elder Friendly Community Assessment and Planning Pilot Project,<br>City of Cleveland, Department of Aging. Assessment in the Glenville and Puritas<br>Longmead Neighborhoods funded by The Cleveland Foundation as part of the Successful<br>Aging Initiative. \$36,500   |
| 2004-2005 | Co-Principal Investigator, Contract with Cleveland City Council and City of Cleveland<br>Department of Community Development. Develop and conduct an assessment of 15   |

- community development corporations receiving operating support from Community Development. Analyze aggregated assessment data to derive a set of recommendations for the City of Cleveland. \$50,000
- 2003-2004 Principal Investigator, Promising Strategies for Improving Race Relations: Principles of Practice. Grant secured from University of Colorado, funded by the Hewlett Foundation, qualitative analysis and comparison of four race relations programs from across the United States. \$15,000
- 2003-2006 Principal Investigator, Applied Research on Race Relations. Three consecutive contracts funded by The George Gund Foundation through Slavic Village Development Corporation for the development of a model for promoting comfortable diverse relations in an urban neighborhood experiencing racial transition. Second and third rounds of funding designed to use the emerging model for the development of training materials for other communities. \$12,000, \$12,000 and \$8,000
- 2001 Research on National and Local Models of Neighborhood Planning, Neighborhood Progress, Inc., with Philip Star and Susan Burkholder. \$12,000
- 2001-2002 Research Promising Strategies for Valuing Diversity, Association for the Study and Development of Community, funded by American Psychological Association. \$25,000
- 2002 Local Zone of Peace in El Salvador, Hewlett Foundation, Trainer and Facilitator of action research of community violence in the Uzulutan Province. Resulted in a report, crisis intervention, and action plan on addressing gang violence in the town of Tierra Blanca.
- 1998-2001 Affordable Housing Initiative, Sisters of Charity Foundation of Cleveland, Manager responsible for designing evaluation plans with 26 grantees in Lorain and Cuyahoga County, analyzed individual grantee and aggregate outcomes
- 1998-1999 Social Capital and Neighborhood Revitalization, Annie E. Casey Foundation, Literature review and position paper on the role of social capital in neighborhood revitalization, part of a larger research grant to Dr. Ed Hill
- 1997-1998 Research Fellow, Center on Urban Poverty and Social Change, CWRU, Primary Investigator for Children at Risk Project, member of evaluation team for Cleveland Community Building Initiative, and member of research project involving multiple methods for evaluating theories of neighborhood change (Aspen Institute).
- 1994 Co-Principal Investigator, Evaluation of Ex-Combatant Training Program, Centro de Estudios Internacionales, Managua, Nicaragua. Program equipped former Sandinista and Contra soldiers to serve together as trainers and community workers in conflictive zones.
- 1999 Consultant to develop a \$200,000 proposal to the Lilly Endowment Strengthening Institutions Program, and once awarded grant assisted in design of a new major in Peace, Justice and Conflict Studies, including overall curriculum and 4 core courses to the new major. Helped design a 1999 national conference, Replacing Fear with Hope,



that included leading scholars and practitioners from across the United States on youth violence

## **DOCTORAL RESEARCH**

A grounded theory qualitative study of interethnic conflict and social capital formation in the Broadway Slavic Village neighborhood, Case Western Reserve University. Study paralleled facilitation of an Appreciative Inquiry on comfortable diverse relations. Research involved interviews, focus groups, and participant observation. The resulting grounded theory identified seven pathways to trust which promote trust between African American and eastern European American residents. The Appreciative Inquiry process resulted in numerous action steps, a new alliance among churches, and organizational changes in the community development corporation.

## **MASTER'S RESEARCH**

Community Violence Action Research, University of Michigan, a community organizing practicum to conduct a community assessment in Elkhart, IN, and develop a strategy for mobilizing the community for change. In addition to statistical analysis of local and national crime data, research included developing and implementing a public attitude survey to over 260 randomly selected households. Research report led to the development of a community effort that eventually formed a new nonprofit organization to prevent violence.

## **PROFESSIONAL AWARDS AND HONORS**

- |      |   |
|------|---|
| 2019 | Provost Scholars Leadership Award, CWRU Provost Scholars Program  |
| 2004 | Martin Luther King, Jr. Community Service Award Organizational award to Broadway: Diversity in Progress by the City of Cleveland and the Greater Cleveland Roundtable |
| 1997 | <i>Happy Are They: Living the Beatitudes in America</i> , Jim Langford, Triumph Books, Chapter on Blessed are the Peacemakers is a profile of my life and work        |

## **PROFESSIONAL AND COMMUNITY SERVICE**

### Professional and International Service

- |              |   |
|--------------|---|
| 2022-2023    | Guest Editor, 'Asset-based community development and community-based research: Compatible agents in equitable and sustainable change?', Gateways: International Journal of community Research and Engagement, vol. 16, no. 2 (2023).<br><a href="https://epress.lib.uts.edu.au/journals/index.php/ijcre/index">https://epress.lib.uts.edu.au/journals/index.php/ijcre/index</a> |
| 2022-present | Editorial Committee, <i>Journal of Community Practice</i>   |

#### Ad Hoc Reviewer

- 2015-present *Journal of Community Practice*
- 2010-present *Journal of Urban Affairs*
- 2001-2002 *Economic Development Quarterly*
  
- 2018 Host and Sponsor, International Conflict Resolution Education Conference, Case Western Reserve University, May 25.
  
- 2017 Planning Group, Global Roundtable 4 Community Change, Haifa, Israel  
Invitation International Gathering of 15 Community Change Leaders
  
- 2009-present Trustee, National Peace Academy
  
- 2008 Planning Committee Member, National Peace Academy, sponsored by Peace Partnership International, Biosophical, and Case Western Reserve University.
  
- 2007-2008 Planning Committee Member, *Youth and Conflict: Global Challenges, Local Strategies*, International Conference sponsored by the US Institute of Peace, European Center for Conflict Prevention, Global Partnership for the Prevention of Armed Conflict, and Tri-C Global Issues Resource Center, March 2008, Cleveland, OH.

#### Mandel School Committee Membership

- 2021-present Member, Faculty Steering Committee
  
- 2019-2021 Member, Faculty Climate Ad Hoc Committee
  
- 2018-present Leadership Team, Generalist Curriculum Development
  
- 2018-2022 Chair (2020), Member, Budget Committee
  
- 2015-2023 Member, Curriculum Committee
- 2009-2012
  
- 2016-present Member, Masters Program Orientation Committee
  
- 2016-present Member, Mandel School Admissions Committee
  
- 2014-present Chair, Community Practice for Social Change masters concentration
  
- 2016-2020 Felony Review Panel
  
- 2014-present CPSC Representative, Educational Outcome Assessment Committee
  
- 2017-2018 Mandel School Self-Study Committee for Reaffirmation/Accreditation
  
- 2016-2017 Member, Centennial Planning Committee

- 2016-2017 Member, MNO Strategic Planning Committee
- 2009-2016 Founder, East Cleveland Partnership, a multi-institutional partnership committed to the revitalization of East Cleveland
- 2000-2012 Committee Member, Community Development Concentration at the Mandel School of Applied Social Sciences, Case Western Reserve University

Served on two search committees for NTT Faculty Positions and for 2 Staff Positions

University Service

- 2021-present CWRU Neighborhood Advisory Council
- 2021-2023 Provost Advisory Council
- 2018-2022 Faculty Senate Finance Committee
- 2017-present Consultant, Office of Local Government and Community Relations
- 2007-2020 CWRU Center for Civic Engagement and Learning, MSASS representative
- 2006-2016 CWRU Center for Community Partnerships, MSASS representative
- 2009-2014 Director of Community Collaboration (2009-2010), Director of Training and Mentoring (2011-14) Prevention Research Center for Healthy Neighborhoods, School of Medicine
- 2011 Faculty Liaison, Partners in Education, Evaluation and Research (PEER) Prevention Research Center for Health Neighborhoods, School of Medicine
- 2010-2012 Leadership Team, Social Justice Institute
- 2006-2015 Levin College Center for Civic Education Advisory Committee, Cleveland State University
- 2008 Advance Northeast Ohio Partners, representative for CWRU on the Civic Engagement Committee.

Served on 3 PhD Dissertation Committees, Weatherhead School of Management

Cleveland State University Service

- 2005 Committee Member to plan and develop The Center for Election Integrity, a collaborative effort between the Levin College and Cleveland-Marshall College of Law, Cleveland State University.
- 2005 Search Committee, Program Manager for the Center for Nonprofit Policy and Practice

2004 Retreat Facilitator for Faculty Retreat, Provost's Global Learning Task Force on International Education at Cleveland State University

2004 Facilitator, Planning session of the Levin College Retreat

2002-2004 Planning Committee, CSU Models of Unity Conference

#### Other

Provided Teaching Mentorship to 3 PhD students

Provided Field Instruction to 14 student placements

Recruited and Developed 12 adjunct faculty to teach in MSSA courses, all formats

#### Community Service

2022-present Racial Repair and Restoration Task Force, Forest Hill church

2022-2023 Racial Justice Task Force, City of Cleveland Heights

2014-2018 Member, MyCom East Cleveland Youth Development Committee

2010-2016 Board of Directors, FutureHeights

2010-2012 Board of Directors, Cleveland Mediation Center

2009-2020 Sustainable Cleveland 2019, a 3 day Appreciative Inquiry Summit  
Community Engagement Coordinator, Vacant Land Reuse Work Group  
Co-Chair Sustainable Heights Network

2008-2011 Elder, Forest Hill Church, Ministry of Education and Spiritual Formation

2008-2012 Step It Up Cleveland Heights, Civic Engagement Initiative

2005-2007 Ministry of Justice and Mission, Forest Hill Presbyterian Church

2005-2008 Core Team, Northeast Ohio Alliance for Hope (Gamaliel Foundation)

2005-2007 Shared Governance Team Parent Representative, Mosaic Experience Small School at Cleveland Heights High.

2004-2008 United Way Services, Strong Families=Successful Children Investment Committee and Youth Development Cluster

2003-2004 Co-Chair, Parent-Community Committee of the KnowledgeWorks Center of Strength  
Parent Representative, Design Team, Heights High Small Schools Initiative

1998-2002 President, Coventry P.E.A.C.E. (People Enhancing A Child's Environment)  
Cleveland Heights, OH, Co-President 1998-2001, President 2001-2002

- 1993-1997 Board of Directors, Elkhart Housing Partnership, Elkhart, Indiana
- 1992 to 1997 Vice-President, Ullery Neighborhood Association, Elkhart, Indiana
- 1987-88 Board of Directors, International Christian Youth Exchange, NYC
- 1984-1985 Executive Committee, Indiana Community Corrections Commission

**CONTINUING EDUCATION AND TRAINING (Select list)**

- 2022 Asset Based Community Engagement, Neighbor to Neighbor Program  
Cleveland Neighborhood Progress
- 2018-Present Foundations of Community Building Certificate Program
  - ... Change Agents Unite, Creating Change Wherever You Are (1 day)
  - ... ABCD Training, Asset-based Community Development, with Indigo Bishop (2 days)
  - ... Appreciative Inquiry for Social Change, Leveraging your Strengths to Envision a New Future, with LisaJean Sylvia (2019) and Carolyn Colleen (2020), (3 days)
  - ... Beyond Conflict Management, Transforming Conversations and Relationships, with Erika Jefferson (2 days)
  - ... Time to Talk: Facilitating Community Conversations, Leading Engaging and Authentic Community Conversations with Erika Brown (2019) and JP Graulty (2020) (2 days)
- 2015-present Beyond Conflict Management, Weatherhead Executive Education Program
- 2014-present Community Engagement Methods, Neighborhood Leadership Development Program
- 2014-present Conflict: The Motor for Change, Neighborhood Leadership Development Program
- 2015 Facilitator of Dissemination of GEAR, a community capacity assessment tool developed by Bridge to the Future, Israel. Piloted effort with Cleveland Community Development Corporations.
- 2013 Co-Facilitator of successful merger process with Neighborhood Progress, Inc., Cleveland Neighborhood Development Coalition and LiveCLEVELAND.
- 2012 Facilitator of faculty staff retreat for the Levin College of Urban Affairs
- 2010 Facilitator and Co-Chair, Sustainable Heights Retreat for leaders from Cleveland Heights and University Heights, OH
- 2010 Co-Facilitator, Sustainability Summit for Great Lakes Brewing Company
- 2009-2010 Facilitator, Social Inclusion Learning Circle, Cleveland Neighborhood Connections
- 2009 Gates Mills, OH, Candidates Forum

- 2006-2008 Facilitator and Panelist, Heights Community Congress Dialogues on Race and Class in Cuyahoga County.
- 2006-2008 Consultant, Jewish-Muslim Dialogue, Cleveland, OH
- February 2004 Appreciative Inquiry Program for Community and Social Change, Cleveland State University Four-day foundations course for nonprofit and community leaders, (Co-Sponsored by Ohio State University Extension)
- 1995-2004 Transforming Interpersonal Conflict in Groups, Christian Peacemaker Teams  
Lead trainer on Conflict Transformation for all full-time and reserve members of Christian Peacemaker Teams, active in Palestine, Colombia, Iraq, and Mexico
- 2003 Appreciative Inquiry (5 day theory and practice training course), Institute for a Theology and Culture of Peace in Central America, El Salvador, in Spanish with participants from 9 countries and 3 religions
- 1999-2005 Community Organizing Basic Training, Neighborhood Progress, Inc., Responsible for designing initial curriculum and manual for training community organizers at local community development corporations. Co-facilitated 5 basic training courses.
- 1999-present Retreat Facilitator, Neighborhood Leadership Cleveland, Cleveland State University and Neighborhood Leadership Institute
- 2002, 2004 Secured two grants from USAID to train public officials from Croatia in citizen participation in government (trained delegates and facilitated visits throughout Northeast Ohio, Lima, Ohio and Chattanooga, Tennessee)
- 2002, 2003 Workshop Presenter, Models of Unity Conference, Cleveland State University
- 2000-2002 Culture of Peace Program, Uzulutan, El Salvador, funded by the US Institute of Peace and the Hewlett Foundation. Lead Trainer and Consultant, development of a grassroots culture of peace program to develop a UN recognized Local Zone of Peace. Trained a team of Salvadorans in conscientization, conflict transformation, and mediation.
- 1998 Victim Offender Mediation Association, Annual Conference, Des Moines, Iowa  
Gang Violence Intervention, Pre-conference Training
- 1997 Five Areas Project of Northern Ireland, provided training in the US and Northern Ireland to peace workers from both sides of the conflict, including former paramilitaries and IRA members, working in the five most violent areas of Northern Ireland. Funded by the US Information Agency.
- 1995-1997 Conflict Resolution and Mediation Skills, Violence Intervention Project  
Lead Trainer and Curriculum Designer, 32 hour mediation training based on a transformative approach to conflict mediation
- 1996 International Conflict Resolution Skills Training Seminar, Inter-American Defense College, Fort Lesley J. McNair, Washington, DC. "The Role of Unofficial Actors in

Peacebuilding,” part of a two-day lecture series for mid-level military and government officials from across the Americas.

## **PROFESSIONAL WORK EXPERIENCE**

- 2002-2006      Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Develop and manage the Civic Engagement Initiative, which includes promoting community building, appreciative inquiry and conflict transformation in organizations, neighborhoods and communities. Consultant for neighborhood-based leadership development and community organizing support program.
- 1998-2002      Project Manager, Center for Neighborhood Development, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Managed Neighborhood Leadership Cleveland and managed the evaluation of 26 grantees in Cuyahoga and Lorain County funded through the Affordable Housing Initiative for the Sisters of Charity Foundation of Cleveland. Developed conflict transformation and civic engagement training and interventions.
- 1994-1997      Executive Director and Founder, Violence Intervention Project Elkhart, Indiana. Established programs, agency office, Board of Directors, funding base and administrative infrastructure; hired staff; and facilitated community education on violence prevention and conflict resolution. Designed and implemented mediation training and served as consultant for organizational mediations. Upon leaving, programs included school-based violence prevention, community mediation, and youth-at-risk program with a staff of five.
- 1993-1995      Neighborhood Planner and Community Organizer, LaCasa Community Development Corporation, Goshen, Indiana. Initiated a new community development effort with residents of an Appalachian slum and blight area. Developed a comprehensive assessment using participatory action research. Created a neighborhood association and local steering committee. Facilitated planning process that led to \$1.2 million infrastructure and housing development project. Co-authored interlocking successful proposals to the Indiana Housing Finance Authority, Department of Commerce, CDBG, City and County funding.
- 1991-1992      Coordinator, Community Violence Prevention Project, Elkhart Human Relations Commission, City of Elkhart, Indiana. Initiated community organizing project that led to establishment of a nonprofit organization designed to address community violence and conflict. Designed public attitude survey involving 277 telephone interviews. Developed five grassroots committees to address gun violence, community education, working with the media, etc. Wrote foundation grant proposals to fund survey and project expenses.
- 1991-present      Consultant and Trainer, Conflict Transformation and Community Building, United States and International

- 1998-1991 Country Representative, Mennonite Central Committee, and Director, Central America Conflict Transformation and Mediation Project, San José, Costa Rica
- 1985-1987 Director, Youth and Militarism Project, American Friends Service Committee Syracuse, New York
- 1985-1987 Case Consultant, National Center on Institutions and Alternatives, Syracuse, New York
- 1983-1987 Consultant, National Institutions of Corrections (VORP Trainer), Washington, DC
- 1982-1985 Director, Victim Offender Reconciliation Program, and Co-Director, Center for Community Justice, Elkhart, Indiana

**PROFESSIONAL ASSOCIATION MEMBERSHIPS (Past and Present)**

Association for Community Organization and Social Administration  
Urban Affairs Association  
National Association of Social Work

**LANGUAGES**

Spanish, fluent oral and written