

CURRICULUM VITAE
Leslie E. Tower, PhD, MSW, MBA
Director
 WVU Women's Resource Center
Professor & Assessment Coordinator
 West Virginia University, School of Social Work
 PO Box 6830, Morgantown, WV 26506
 letower@mail.wvu.edu

EDUCATION

PhD in Social Work, Barry University School of Social Work, 2001
 MSW, Barry University School of Social Work, 2002
 MBA, University of Miami, 1995. *Award of Academic Merit*
 BS in Business Administration, University of Florida, 1993. *Graduated with Honors*

WV Supreme Court Approved Family Court Mediator, 2018
 Certificate in Women's Studies, Florida Atlantic University, 2002
 Certificate in Health Administration, University of Miami, 1995

ACADEMIC EMPLOYMENT:

West Virginia University, Morgantown, WV <u>WVU Women's Resource Center Director</u>	11/19 – present
West Virginia University, Morgantown, WV <u>Assessment Coordinator</u>	10/17 – present
West Virginia University, Morgantown, WV <u>Professor</u> Associate Professor with Tenure Assistant Professor	08/14 – present 08/08 – 07/14 08/02 – 07/08
<u>School of Social Work (08/02 – present)</u> PhD in Social Work MSW, Masters in Social Work BSW, Bachelors in Social Work Field Instructor BSW & MSW	
<u>Department of Public Administration (08/02 – 05/15)</u> Masters in Public Administration Masters in Legal Studies	
<u>Center of Women's Studies, Faculty Associate (2002 – 2023, when program was discontinued)</u>	
Barry University, Miami Shores, FL <u>Adjunct Lecturer</u> School of Social Work School of Adult & Continuing Education	9/98 – 05/02

FUNDING & AWARDS

EXTERNAL FUNDING

US DHHS-NIH-National Institute on Aging. *Appalachian Gerontology Experiences-Advancing Diversity in Aging Research (AGE_ADAR)* (\$316,723). Patrick, J.M., Fiske, A., Hash, K. M., Mei, B. (2020-2025) External Evaluator (2022 – present).

US Department of Agriculture (**USDA**) National Institute of Food & Agriculture (NIFA). *Improving Manufacturing Method for Production of a New Smoky Dried Apple Snack & Promoting Small-Scale Fruit Drying Businesses to Process Unsold Apples in WV.* (\$149,993). Sivanandan, L., Singh, K., & **Tower**, L. E., Page, M. C. (2018 – 2021).

Investigating barriers and supports participants, particularly women, may experience in attending the food preservation workshops as well as barriers and supports they anticipate and experience in applying the lessons learned from the workshops.

Food & Drug Administration (**FDA**) Northeast Center to Advance Food Safety (NECAFS). *Lab-to-Community System Approach on Food Safety and Preservation Programs to Offer Hands-on Training.* (\$14,439) Sivanandan, L., Singh, K., & **Tower**, L. E. (2017 – 2019).

Investigating barriers and supports participants, particularly women, may experience in attending the food preservation workshops as well as barriers and supports they anticipate in applying the lessons learned from the workshops.

Elsevier Foundation, New Scholars Program: *WV STEM+ Family Travel Initiative* (\$56,000) **Tower**, L. E. (PI), Keesee, A., McLaughlin, M., Stores, K. (2014-2017).

Developed and administered the first state-wide family travel program in the nation. The program reimbursed female scholars employed at West Virginia universities/colleges for dependent-care costs above and beyond regular care that are the result of work-related travel. Tower helped institutionalize this program for all WVU faculty, by reviewing all applications, making recommendations for funding, working with applicants on reimbursable expenses, approving post-travel documents, and training staff.

National Science Foundation (**NSF**), (HRD-100797) ADVANCE Institutional Transformation (IT) Grant: *WVU PRIDE: Promoting and Retaining Institutional Diversity & Equity* (\$3,848,330.00). Clements, J. (PI). King, F., Latimer, M., & Jackson, K., & **Tower**, L. E. (Co-PIs). Program for Retaining Institutional Diversity & Equity (WVU PRIDE) (2010-2018).

https://www.nsf.gov/awardsearch/showAward?AWD_ID=1007978&HistoricalAwards=false

Led the policy development component of the WVU ADVANCE grant, resulting in numerous work-life integration policies: lactation network (including state-of-the-art nursing mother's rooms across campus); supportive lactation program; paid parental and family leave for 9-month faculty; and free membership to Care.com.

John A. Hartford Foundation/**CSWE** Gero-Ed Center (\$7,500) **Tower**, L. E. (PI), Hash, K. M., & Ferrise, L. BSW Experiential Learning (BEL) Program (2008 – 2010) to support the infusion of gerontological content into BSW curricula.

Taught BSW student's policy-practice skills and applied the skills to advocate with and on behalf of community partners.

INTERNAL FUNDING:

Pathways to LGBTQ Inclusiveness through Curricular Enhancement. (\$1,000). Hash, K. M., **Tower**, L. E. WVU/HEPC (2016-2017; 2017-2018).

Eberly College of Arts & Sciences (\$50,473.88) Latimer, M., Darrah, M., Jackson, K., McLaughlin, M., **Tower**, L. E., & Withers, M., & Hougland, J. Awards for Research Team Scholarship (ARTS) to support data collection, data analysis, policy review, & campus visits to be competitive in writing a National Science Foundation (NSF) ADVANCE Institutional Transformation (IT) grant proposal (2009 – 2010).

Burgess Center Faculty Research Award (\$850) to support research on rural battered women (2006 – 2007)

Eberly College of Arts & Sciences Summer Grants for Course Development (\$3,500) to develop on-line content and evaluation instrument (2005)

WVU Grants for Public Service (\$9,136)—to update WV Silent Witness exhibit (2002 – 2003)

AWARDS:

2023 CSWE Feminist Scholar Award. Advancing feminist knowledge as it pertains to social work theory, research, practice, policy, and education.

2016 Neil S. Bucklew Award. Outstanding leadership, courage, and support on a continuous basis in the area of social justice in the WVU system.

2016 Monongalia County Breastfeeding Task Force Award. Dedication and commitment to establishing a breastfeeding supportive workplace and lactation spaces at WVU.

2015 *Science Magazine* [Diversity through ADVANCEment](#), 350(6264), 1052 – 1053.

2010 Mary Catherine Buswell Award. Outstanding service to women at WVU.

SCHOLARSHIP

SCHOLARLY BOOK:

Alkadry, M. G., & **Tower**, L. E. (2013). *Women and Public Service: Barriers, Challenges, and Opportunities*. M.E. Sharpe, NY. ISBN: 978-0-7656-3102-2

PEER-REVIEWED JOURNAL ARTICLES:

Tower, L. E. (2025). Save Money, Save the Planet: College Students' Experiences with a Menstrual Cup. Manuscript under review.

Tower, L. E., & Patrick, J. H. (2024). Planning for Program Evaluation improves Implementation and Assessment. *International Journal of Aging and Human Development*, 1-10. DOI: 10.1177/00914150241235127

Hash, K. M., & **Tower**, L. E. (2022). Infusing Opioid Addiction into the BSW Curriculum. *Journal of Teaching in Social Work*. 42(5), 571-577. <https://doi.org/10.1080/08841233.2022.2120159>

- Chiarelli-Helminiak, C. M., McDonald, K. W., **Tower**, L. E., Hodge, D. M., & Faul, A. C. (2021). Burnout among social work educators: An eco-logical systems perspective. *Journal of Human Behavior in the Social Environment*, 1–20. <https://doi.org/10.1080/10911359.2021.1977209>
- Tower**, L. E. (2021). Caregiving and Conferencing: Supporting Faculty Participation in Conference Travel. *ADVANCE Journal*, 2(1). <https://doi.org/10.5399/osu/ADVJRN.2.1.2>
- Tower**, L. E., Faul, A. C., Chiarelli-Helminiak, C., & Hodge, D. M. (2019). The Status of Women in Social Work Education: A Follow-Up Study. *Affilia*, 34(3), 346–368. <https://doi.org/10.1177/0886109919836105>
- Tower**, L., Mankowski, M., Hash, K., & Kim, H. (2019). Teach-In: Positive Responses during Divisive Times. *Journal of Teaching in Social Work*, 39(3), 237–247. <https://doi.org/10.1080/08841233.2019.1607798>
- Hash, K. M., Poole, J., Floyd, M., Moore, C. D., Rogers, A. T., & **Tower**, L. E. (2017). Innovative Experiential Learning Activities in Aging: The Experiences of Four BEL Projects. *Journal of Teaching in Social Work*, 37(2), 156–170. <https://doi.org/10.1080/08841233.2017.1300207>
- Tower**, L. E., & Latimer, M. (2016). Cumulative Disadvantage: Effects of Early Career Childcare Issues on Faculty Research Travel. *Affilia*, 31(3), 317–330. <https://doi.org/10.1177/0886109915622527>
- Tower**, L. E., Faul, A., Hamilton-Mason, J., Collins, W. L., & Gibson, P. (2015). Work/Life Fit: The Intersection of Developmental Life Cycle and Academic Life Cycle. *Affilia*, 30(4), 519–532. <https://doi.org/10.1177/0886109914555217>
- Tower**, L. E., Lazzari, M. M., Faul, A. C., & Alvarez, A. R. (2015). Challenges, Changes, and Impact of the Council on Social Work Education Women’s Council: An Update. *Journal of Social Work Education*, 51(4), 702–722. <https://doi.org/10.1080/10437797.2015.1076279>
- Mankowski, M., **Tower**, L. E., Brandt, C. A., & Mattocks, K. (2015). Why Women Join the Military: Enlistment Decisions and Postdeployment Experiences of Service Members and Veterans. *Social Work*, 60(4), 315–323. <https://doi.org/10.1093/sw/swv035>
- Tower**, L. E., & Dilks, L. M. (2015). Work/life satisfaction policy in ADVANCE universities: Assessing levels of flexibility. *Journal of Diversity in Higher Education*, 8(3), 157–174. <https://doi.org/10.1037/a0039372>
- Stout, M., **Tower**, L. E., & Alkadry, M. G. (2015). Reframing Workplace Spirituality to Reduce Career and Social Costs to Women. *Public Integrity*, 17(2), 143–164. <https://doi.org/10.1080/10999922.2015.1000662>
- Hartnett, H. P., **Tower**, L., Harper, C., Lech, J., Rubin, C., & Hirsh, A. (2014). Employment Accommodations for People with Disabilities: Does Gender Really Matter? *Disability Studies Quarterly*, 34(3), Article 3. <https://doi.org/10.18061/dsq.v34i3.3825>
- Tower**, L. E., & Hash, K. M. (2013). ‘Hearing the Real Stories about the Issues at Hand’: Politically Active Elders Engage Bachelor in Social Work (BSW) Students in Influencing Social Policy. *Social Work Education*, 32(7), 920–932. <https://doi.org/10.1080/02615479.2012.704011>
- Alkadry, M. G., & **Tower**, L. E. (2013). Slowly but can we say “surely”? Pay equity & segregation a decade later in West Virginia state government. *Public Administration Quarterly*, 37(2), 210–239. <http://www.jstor.org.wvu.idm.oclc.org/stable/24372008>
- Alkadry, M. G., & **Tower**, L. E. (2011). Covert Pay Discrimination: How Authority Predicts Pay Differences between Women and Men. *Public Administration Review*, 71(5), 740–750. <https://doi.org/10.1111/j.1540-6210.2011.02413.x>

- Tower, L. E., Bowen, E., & Alkadry, M. (2011).** A Snapshot of Organizational Climate: Perceptions of Extension Faculty. *Journal of Extension*, 49(5), 12. <https://tigerprints.clemson.edu/joe/vol49/iss5/1>
- Tower, L. E., & Hartnett, H. P. (2010).** An Internet-Based Assignment to Teach Students to Engage in Policy Practice: A Three-Cohort Study. *Journal of Policy Practice*, 10(1), 65–77. <https://doi.org/10.1080/15588742.2011.522961>
- Hash, K. M., & **Tower, L. E. (2010).** The Development and Evaluation of Online Learning Modules to Deliver Lifespan Content in Human Behavior in Social Environment Courses. *Journal of Human Behavior in the Social Environment*, 20(3), 379–392. <https://doi.org/10.1080/10911351003673260>
- Alkadry, M. G., & **Tower, L. E. (2010).** The effect of rurality and gender on stroke awareness of adults in West Virginia. *Journal of Health and Human Services Administration*, 33(1), 63–93. <http://dx.doi.org/10.2307/25790775>
- Tower, L. E., & Alkadry, M. G. (2008).** The Social Costs of Career Success for Women. *Review of Public Personnel Administration*, 28(2), 144–165. <https://doi.org/10.1177/0734371X08315343>
- Tower, L. E., Schiller, D., & Fernandez, M. E. (2008).** Women Court-Ordered for Domestic Violence: Improvements in Depression. *Journal of Aggression, Maltreatment & Trauma*, 16(1), 40–54. <https://doi.org/10.1080/10926770801920651>
- Tower, L. E., & Fernandez, M. E. (2008).** English- and Spanish-Speaking Women's Use of Violence. *Journal of Interpersonal Violence*, 23(1), 21–38. <https://doi.org/10.1177/0886260507307649>
- Tower, L. E. (2007).** Group Work with a New Population: Women in Domestic Relationships Responding to Violence with Violence. *Women & Therapy*, 30(1–2), 35–60. https://doi.org/10.1300/J015v30n01_03
- Alkadry, M. G., & **Tower, L. E. (2006).** Unequal Pay: The Role of Gender. *Public Administration Review*, 66(6), 888–898. <https://doi.org/10.1111/j.1540-6210.2006.00656.x>
- Tower, L. E. (2006).** Barriers in Screening Women for Domestic Violence: A Survey of Social Workers, Family Practitioners, and Obstetrician–Gynecologists. *Journal of Family Violence*, 21(4), 245–257. <https://doi.org/10.1007/s10896-006-9024-4> (cited by 80)
- Tower, L. & Gray. (2005).** Is your teaching inclusive of women? A study of feminist pedagogy in the social work classroom. *Arete*, 29, 1–16. https://www.researchgate.net/publication/259687993_Is_your_teaching_inclusive_of_women_A_study_of_feminist_pedagogy_in_the_social_work_classroom
- Tower, L. (2004).** Attendance and absenteeism: Key variables in predicting re-arrest in batterers' rehabilitation. *Sage Family Studies Abstracts*, 26(3). <https://www.ojp.gov/ncjrs/virtual-library/abstracts/attendance-and-absenteeism-key-variables-predicting-re-arrest>
- Tower, L. (2003).** Domestic violence screening: Education and institutional support correlates. *Journal of Social Work Education*, 39, 479–494. <https://doi.org/10.1080/10437797.2003.10779150>
- Schweitzer, M. E., & **Gomberg, L. E. (2001).** The Impact of Alcohol on Negotiator Behavior: Experimental Evidence1. *Journal of Applied Social Psychology*, 31(10), 2095–2126. <https://doi.org/10.1111/j.1559-1816.2001.tb00165.x>
- Gomberg, L. E., & Gray, S. W. (2000).** Five Basic Principles for Effectively Managing the Classroom. *Adult Learning*, 11(4), 24–27. <https://doi.org/10.1177/104515959901100409>

OTHER SCHOLARLY AND PROFESSIONAL PUBLICATIONS:

- Cram, B., Alkadry, M. G., & **Tower, L. E. (2016).** Social Costs: The Career-Family Tradeoff. In M. L. Connerley & J. Wu (Eds.), *Handbook on Well-Being of Working Women* (pp. 473–487). Springer Netherlands. https://doi.org/10.1007/978-94-017-9897-6_27

Tower, L. E. & Dilks, L. M. (2016, Summer). ADVANCING Work. *AWIS Magazine*, 48(2), 24–27.

Tower, L. E. (2015). Changing work-life policy in institutions of higher education. In E. K. Anderson & C. R. Solomon (Eds.), *Family-friendly policies and practices in academe* (pp. 115–135). Lexington Books.

Latimer, M., Jackson, K., Dilks, L., Nolan, J., & **Tower, L.** (2014). Organizational Change and Gender Equity in Academia: Using Dialogical Change to Promote Positive Departmental Climates. In V. Demos, C. W. Berheide, & M. T. Segal (Eds.), *Advances in Gender Research* (Vol. 19, pp. 333–353). Emerald Group Publishing Limited. <https://doi.org/10.1108/S1529-212620140000019015>

Tower, L. E. (2013, Fall). Overcoming barriers to professional travel. *AWIS Magazine*, 44, 50.

Tower, L. E. (2012). New Ideas from the ADVANCE Community: Using a Dialogical Change Process and Strategic Planning to Diversify Academic Departments. *2012 WEPAN National Conference*. Getting to the Heart of it All: Connecting Gender Research, WIE Programs, Faculty & Corporate Partners, Columbus, Ohio. <https://www.dropbox.com/s/t9l8cqh8ryfr8do/331-546-1-PB.pdf?dl=0>

Randall, B. & **Tower, L. E.** (2010). Addressing domestic violence in the rural environment. In L. L. Lockhart (Ed.), *Domestic violence: Intersectionality and culturally competent practice* (pp. 343–368). Columbia University Press. <http://cup.columbia.edu/book/domestic-violence/9780231140270>

Tower, L. E. & Mersing, R. (2006). Battered rural women & safety: Barriers & solutions. *National Institute on Social Work & Human Services in Rural Areas*, 120–129. <https://www.dropbox.com/s/t9l8cqh8ryfr8do/331-546-1-PB.pdf?dl=0>

CONFERENCE PRESENTATIONS/POSTERS

NATIONAL CONFERENCE PRESENTATIONS/POSTERS

Hash, K.M., Boling, S. A., **Tower, L. E.**, & Patrick, J. H. (2024). Awe-induction improves recovery from stress and improves cognitive performance. Poster presentation at the Gerontological Society of America (GSA) Program Meeting. Seattle, WA.

Tower, L. E., Faul, A. C., Chiarelli-Helminiak, C. M., & Hodge, D. M. (2024). Academic Mothers: Equitable structural policies in the Academy. Paper presented at the APM for the CSWE, Kansas City, MO

Tower, L. E., Hodge, D. M., Faul, A., & Chiarelli-Helminiak, C. M. (2022) The impact of COVID-19 pandemic on social work educators. Panel at the APM for the CSWE, Anaheim, CA.

Hodge, D. M., **Tower, L. E.** Faul, A., Chiarelli-Helminiak, C. (accepted 2021). *Recapturing what was lost: The economic impact of COVID-19 pandemic on women*. Panel at the APM.

Tower, L. E., & Hash, K. M. (2020). *Infusing Opioid Addiction into the BSW Curriculum*. Poster virtually presented at the APM for the CSWE, Denver, CO.

Tower, L. E., & Hash, K. M. (2019). *Love or Hate Student Evaluation of Teaching Surveys (SETs)? Join the Debate!* Workshop presented at the APM for the CSWE, Denver, CO.

Sivanandan, L., Kaushlendra, S., **Tower, L.**, Singh, R. (2019). *Improving manufacturing methods for production of a new smoky dried apple snack and promotion small-scale fruit drying businesses to process unsold apples in West*

Virginia. Paper presented at the USDA National Institute of Food & Agriculture (NIFA) A1363 Food Manufacturing Technologies Annual Grantees' Conference, New Orleans, LA.

Tower, L. E. (2018). *Caregiving and Conferencing: 3-years of Data from a flexible Family Travel Program*. Paper presented at the APM for the CSWE, Orlando, FL.

Hash, K. M., **Tower, L. E.**, Kim, H., & Ferrise, L. (2018). *Teach-In: Positive Responses During Divisive Times*. Paper presented at the APM for the CSWE, Orlando, FL.

Tower, L. E., Faul, A., Chiarelli-Helminiak, C., Hodge, D. M. (2018). *Status of Women in Social Work Education: A Follow-up Study*. Poster presentation accepted at Society for Social Work and Research (SSWR). Washington, DC.

Hodge, D., Chiarelli-Helminiak, C., Faul, A., **Tower, L. E.** (2018). *In Their Own Words: Social Work Faculty and Work Inequity*. Poster presentation accepted at Society for Social Work and Research (SSWR). Washington, DC.

Chiarelli-Helminiak, T., Faul, A., Hodges, D., & **Tower, L. E.**, (2017). *Burnout among Social Work Educators from an Eco-logical Systems Perspective*. Paper presented at the APM for the CSWE, Dallas, TX.

Deepak, A., **Tower, L. E.**, Chiarelli-Helminiak, C., et al. (2016, November). *Women's rights are human rights: The price women pay for caregiving*. Connect Session at the APM for the CSWE, Atlanta, GA.

Tower, L. E., Chiarelli-Helminiak, T., Faul, A., & Hodges, D. (2016, November). *Social Work Educators: Gendered Differences*. APM for the CSWE, Atlanta, GA.

Tower, L. E. (2015, November). *Work-life satisfaction policy in ADVANCE Universities*. ADVANCE Implementation Mentors Network webinar.

Mancowski, M., **Tower, L. E.** (2015, October). *Women and the Military: Why Join?* Paper presented at the APM for the CSWE, Denver, CO.

Tower, L. E., et al. (2015, October). *Effecting Change: The Teaching of Anti-Oppressive Techniques*. Connect Session at the APM for the CSWE, Denver, CO.

Tower, L. E. (2014, October). *Work-life satisfaction policies in ADVANCE universities*. Poster presented at to the APM for the CSWE, Tampa, FL.

Latimer, L., Jackson, K., Dilks, L. E., Nolan, J., **Tower, L. E.** (2014, April). *New Interventions from the ADVANCE Community: Can a dialogical change process and strategic planning be used to promote inclusive academic departments?* North Central Sociological Association, Cincinnati, OH.

Tower, L. E., & Dilks, L. E. (2014, March) *Work-life satisfaction policies in ADVANCE universities*. Poster presented at the NSF ADVANCE Annual Co-PI Meeting, Washington, DC.

Bent-Goodley, T., Starks, S., Scheyett, A. Kristman-Valente, A. **Tower, L. E.** (2013, November). *Is there still room for women in social work's global era?* Partnership presentation APM for the CSWE, Dallas, TX.

Tower, L. E., Faul, A. C., Gibson, P., Collins, W. L. (2013, November). *Work-life fit. The intersection of developmental life cycle and academic life*. Connect Session at the APM for the CSWE, Dallas, TX.

Hash, K. M., **Tower, L. E.**, Floyd-Pickard, M., Moore, C., Poole, J., & Rogers, A. (2013, March). *Exploring Innovative Experiential Learning Activities in Aging Workshop* presented at the Baccalaureate Social Work Program Directors Conference, Myrtle Beach, SC.

- Tower, L. E.** (2013, March). *Changing Work-Life Policy in Institutions of Higher Education: Case examples*. Poster presented at the NSF ADVANCE Annual Co-PI Meeting, Washington, DC.
- Tower, L. E.** (2012, November). *Changing Work-Life Policy in Institutions of Higher Education: A case study*. Poster presented at the APM for the CSWE, Washington, DC.
- Nolan, J., Jackson, K. J., Latimer, M., **Tower, L.**, Borres, A. M. (2012, June). *New ideas from the ADVANCE Community: Using a dialogical change process and strategic planning to diversify academic departments*. Paper presented at the Women in Engineering Programs & Advocates Network (WEPAN). Columbus, OH.
- Tower, L. E.** (2008, October). *The Social Costs of Career Success for Women*. Paper presented at the APM for the CSWE. Philadelphia, PA.
- Hash, K. M., & **Tower, L. E.** (2008, October). *Evaluation of Online Learning Modules to Deliver Lifespan Content in HBSE Courses*. Paper presented at the APM for the CSWE. Philadelphia, PA.
- Tower, L. E.** & Farr, J. (2006, February). *Contrasting BIP Programs for Court-ordered Males and Females*. Paper presented at the APM for the CSWE. Chicago, IL.
- Tower, L. E.**, & Mersing, R. (2005, July). *In her shoes: Obstacles to safety for battered women*. Paper presented at National Institute on Social Work & Human Services in Rural Areas. Shepardstown, WV.
- Tower, L. E.** (2004, February). *Domestic violence screening: The role of social work education and institutional support*. Paper presented at the APM for the CSWE. Anaheim, CA.
- Tower, L. E.**, & Gray, S. W. (2003, February). *Is Your Teaching Style Inclusive of Women?* Paper presented at the APM for the CSWE. Atlanta, GA.

INVITED PRESENTATIONS:

- Tower, L. E.**, & Richmond, M. (2022, March) Engaging Our Legislators: TBI Policy & Advocacy. 2022 WV TBI Virtual Conference. Bridgeport, WV.
- Tower, L. E.** (2014, May) *Creating a family-friendly workplace and the challenges facing women in the workplace*. Executive Master of Public Administration Management Symposium. Florida International University (FIU).
- Tower, L. E.** (2013, May) *Creating a family-friendly workplace and the challenges facing women in the workplace*. Executive Master of Public Administration Management Symposium. Florida International University (FIU).
- Tower, L. E.**, & Hessel, A. E. *Parental Leave for 9-month Faculty Needed*. House & Senate Judiciary, Subcommittee on Education. West Virginia Interim Legislative Session (December 2009).
- Tower, L. E.** *The Social Costs of Career Success for Women*. Presented at the Equal Pay Commission, West Virginia Interim Legislative Session (June 23, 2008).

SERVICE & LEADERSHIP

PROFESSIONAL LEADERSHIP:

CSWE Feminist Scholarship Track Chair (2017 – 2022)

Appointed to solicit proposals, recruit proposal reviewers, and make acceptance recommendations of the peer-reviewed proposals. I grouped each accepted oral presentation into sessions with a common theme and developed session titles.

WE-CRONES Listserv Owner (2010 - present)

Facilitated the reconnection of CSWE Women's Council/Commission members who rotated off (WE-CRONES) and current WC members by creating and maintaining a listerv for all. Updated annually.

CSWE Council on the Role and Status of Women in Social Work Education

Chair (2013 – 2015)

Co-Chair (2012 – 2013)

Elected by my colleagues on the Council and appointed by the President of CSWE as the Chair/co-Chair of the CSWE Women's Council (WC). Dr. Tower presided over the WC's signature event, the *Annual Networking Breakfast* at the CSWE annual program meeting (APM), normally attracting 200+ attendees. Her leadership in developing a revised strategic plan included the reconnection of the WE-CRONES (members who rotated off the Council) and creation of a historian position. She facilitated the reconnection of WE-CRONES (WC members who rotated off) by creating and maintaining a listserve and inviting WE-CRONES to participate in strategic planning. Under her leadership, the WC successfully advocated for changes in CSWE policy and contributed to an update to the *Journal of Social Work Education* special edition on women. Dr. Tower collaborated and partnered with national and international women's groups.

Historian (2015 – 2016)

Tower developed a "Herstory" for a new website and to be used to help orient new WC members as well as remind CSWE leadership of WC values, traditions, and events (e.g., breakfast, awards; philosophy of co-leadership model, philosophy of formalizing a historian role, and inclusion of WE-CRONES). She compiled important documents from 2012-2015.

Member (2010 – 2016)

Research, Publication & Scholarship Task Group, Member

Strategic Planning Initiative Group, Member (& co-Developed Strategic Plan 2011)

WVU Women's Leadership Initiative (WLI).

Participant (2013 – present). WLI strives to empower women in leadership roles by providing them the tools, resources, development opportunities, and professional networks that will engage them to reach their full potential.

PROFESSIONAL SERVICE:*Grant – Reviewer*

Doris Duke Charitable Foundation et al., panel reviewer for *COVID-19 Grant to Retain Clinical Scientists* (2021)

National Science Foundation (NSF), panel reviewer for ADVANCE proposals (2016)

Journal Board & Review Activities

Journal of Social Work Education (JSWE), Reviewer (6/2016 – 6/2019)

Journal of Women & Social Work (AFFILIA), Editorial Board Member (2/2017 – 2020)

Chair, Policy Committee (5/2018 – 2020)

Consulting Editor (6/2015 – 5/2017)

Journal of Baccalaureate Social Work (JBSW), Consulting Editorial Board Member (2009 – 2014)

Social Work, Sex Roles (2007 – 2013)

Journal of the Society for Social Work and Research (SSWR), International Review of Administrative Sciences, Journal of Transnational Women's and Gender & Studies, Nonprofit & Voluntary Sector Quarterly, Public Administration Quarterly (PAR), Public Management Review, Public Personnel Management, Review of Public Administration & Management Journal, Review of Public Personnel Administration (ROPPA), Scientometrics (SCIM), Sociological Spectrum.

Pearson, Sage, Taylor & Francis, Routledge.

Peer-Reviewed Presentations

Feminist Scholarship Track Chair, CSWE APM (2017 – 2022)

Feminist Scholarship Track, CSWE APM, Reviewer (2008 – 2017; 2023 – present)

Violence Against Women & Their Children Track, CSWE APM, Reviewer (2005, 2007 – 2012)

Quality Matters (QM) - QM is a nationally recognized, peer review process designed to certify the quality of online course design and online components.

Master Reviewer (2013 – 2015) certification to lead QM team in course review; Reviewer (2012 – 2015)

ACADEMIC/COMMUNITY SERVICE:

Weave WV

Member, Stakeholder Advisory Board (SAB) 2/2023 - present

Silent Witness: Displayed Exhibit (2002, 2004-2006; 2021- present); Organized Resource Expo (2022 - present); Updated Exhibit (2003, 2021); Produced Opening Night Program (2002, 2004-2006, 2021); Speaker in Opening Program (2002, 2004).

WVU Council for Gender Equity (formerly the Council for Women's Concerns [CWC])

Ad hoc Member 11/19 - present

Member (05/06 – 05/12)

Mom's Turn to Learn Committee, CWC, Member (08/06 – 05/10)

Red Flag Campaign Committee, CWC, Member (8/10 – 5/12)

Campus Climate Committee, CWC, Chair (08/06 – 05/12)

In 2006 Founded WVU Lactation Network (administer 2006 – present) - offers private rooms for mothers needing space to pump, after returning to work/school. Through the WVU ADVANCE Center, authored *Lactation Support Program* (adopted 2012) to build dedicated space in new and renovated building. The program also codifies the right of faculty, staff, and students to express milk whenever she needs to, without penalty (e.g., pay deduction).

In 2007 Created 2 Parenting Listserves (owner/administer 2007 – 2013) for Faculty/Staff & Students - function as "virtual" parenting network

WVU Center for Excellence in Women's Health (CoEWH):

Community Advisory Board, Member (04/09 – 2014)

Professional Education Workgroups, Co-Director (04/03 – 08/04); Member (08/04 – 05/08)
 Leadership Workgroup, Member (08/04 – 05/06)
 CoEWH Committee, Member (08/04 – 05/05)
 Organizing/Grant Writing Committee, Member (08/02 – 08/04)

ACADEMIC SERVICE:

University

Committee to select Neil S. Bucklew Award Committee. (2023 – present)

Faculty Associate, Teaching & Learning Commons, Scholarship of Teaching & Learning (SoTL) (08/18-2023)
 2-hour faculty training: “Essential Survey Design: Principles for Understanding Learning.”
 Developed/administered survey to better assist faculty in producing teaching scholarship.
 Mentored colleagues on scholarship on teaching and learning projects.

WVU Faculty Senate (FS)

Member, FS Teaching & Assessment Committee (TACo) (08/18 – 5/21)
 Senator (07/08 – 06/14)
 Member, FS Welfare Committee (07/09 – 06/14)

WVU Faculty Childcare Emergency Relief Fund (2019 – 06/21)

Administered reimbursement for faculty who had additional childcare expenses due to the COVID-19 pandemic.

WVU Family Travel Support (2015 – 2018)

Helped create/institutionalize financially supported family travel at WVU, modeled after my *WV STEM+ Family Travel Program* (funded by Elsevier Foundation).

IRB Users Group (2014 – 2016)

WVU Parental Leave Task Force, Member (2010 – 2013)

Through 8 years and 4 WVU presidents—Hardesty, Garrison, Magrath, & Clements—Tower educated and advocated individuals in these administrations as well as legislators on the need for paid parental leave for faculty (9-month faculty do not accrue leave).

Tower wrote the first draft of WVU’s *Parental Work Assignment Procedure* (PWAP) for 9-month tenure track faculty. This generous policy gives 6/8 weeks of paid leave and a full semester of teaching relief. She also served on a committee that developed Family Leave for 9-month faculty (i.e., *Alternative Work Assignment Procedure* [AWAP]). AWAP, adopted 5/13; it was modeled after PWAP.

She educated and advocated for the addition of a free benefit to WVU employees/retirees: Care@Work (implemented 11/16 – 11/23).

College

Center of Women’s & Gender Studies, Faculty Associate (2002 – present)

Eberly College Multidisciplinary Doctoral Program Task Force (2017 – 2018)

Work-Life Environment Task Force, Eberly College in Arts & Science, Member (2012 – 2017)

Nonprofit Voluntary Action (NOVA) Institute Steering Committee, Member (2006 – 2008)

Curriculum & Academic Quality Committee, Eberly College of Arts & Sciences, Member (01/04 – 05/06)

Promotion & Tenure Committees

Tower Vita

Member, Eberly College of Arts & Sciences (2023 - present; 2014 – 2016)
 Member, School of Social Work Faculty Evaluation Committee (2021-2022)
 Chair, School of Social Work Faculty Evaluation Committee (2009-2013)
 Member, Department of Public Administration (2013 – 2014)
 Chair, School of Applied Social Sciences Faculty Evaluation Committee (2008 – 2009)
 Member, School of Applied Social Sciences Faculty Evaluation Committee

Search Committees

Member, Women & Gender Studies Search Committee (2021)
 Member, WVU Provost Search Committee (2009)
 Chair, Social Work (2008, 2018)
 Member, Social Work (2005, 2007, 2013, 2015)
 Member, Public Administration (2005, 2008, 2012)

BSW Committee, Member (2003 – 2024)
 PhD Planning Committee (2014 – 2015; 2018 – 2020)
 BSW Evaluation Committee: Chair (2009 – 2010); Member (2003 – 2008)
 Social Work Processes Committee (2014 – 2016)
 Social Work HIPAA Compliance Liaison (2002 – 2010)
 Burgess Center Steering Committee, Member (2009 – 2010)
 Public Administration Health Administration Executive Committee, Member (2002 – 2015)

SELECTED COMMUNITY SERVICE:

WV Women Moving Forward

Member, Wage Gap Group (05/19 – 2020)

Rape & Domestic Violence Information Center (RDVIC) Board of Directors, Morgantown, WV

Member (08/07 – 09/2015) Member, Development Committee (08/07 – 09/2015)

Sexual Assault Resource Team, Morgantown, WV, Member (08/05 – 07/10)

WV Coalition Against Domestic Violence, Charleston, WV.

Health Advisory Council/Health Partnership, Member (01/05 – 5/10). *Trauma & DV: Health & Hope in the Midst of Struggle*, MHDVI grant, Trainer (08/19 – 08/20/08). People of Color Advisory Council, Member (01/03 – 11/04). Joint Advisory Council, & Research Committee, Member (01/03 – 11/04)

Managed Care Ombudsman Committee, Miami, Florida, District 11

Chair (12/01 – 07/02) Member (02/00 – 11/01)