

**DEANA F. MORROW, PhD, LICSW, ACSW**  
**Director and Professor**  
**West Virginia University**  
**School of Social Work**  
**Morgantown, WV 26506-6830**  
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## **EDUCATION**

### **North Carolina State University**

PhD in Counselor Education, minor in Psychology, 1993

### **University of Georgia**

Master of Social Work, 1986

Certificate in Gerontology, 1986

### **Western Carolina University**

MA Education, Counseling, 1982

### **Catawba College**

Bachelor of Arts, Education, 1979

## **PROFESSIONAL PROGRAMS**

### **National Association of Deans and Directors of Schools of Social Work**

**Leadership Academy for Deans and Directors**

### **Duke University**

Certificate in Nonprofit Management

### **Harvard University**

Graduate School of Higher Education

Institutes for Higher Education

Management Development Program for Leaders in Higher Education

**RESEARCH INTERESTS:** Behavioral health; substance use and recovery; older adults; social work practice regulation; sexual minority populations; ethics; leadership; social work and counseling theories and methods; health care; foster and adoptive families

## **ACADEMIC PROFESSIONAL EXPERIENCE**

### **WEST VIRGINIA UNIVERSITY, School of Social Work (CSWE Accredited)**

**July, 2017 – Present. Director and Professor, School of Social Work**

**August, 2023 – Present. Eberly Family Professor for Outstanding Public Service**

Provide leadership for the School of Social Work including personnel management, budget management, undergraduate and graduate programming, accreditation compliance, development activities, and strategic engagement with internal and external stakeholders.

Lead and manage the School of Social Work. Guide and shape school mission and vision at the undergraduate and graduate levels. Manage budget allocations, faculty teaching assignments, course offerings, assignment of non-teaching responsibilities, and annual performance reviews. Make recommendations for promotion and/or tenure for faculty and advancement of staff. Oversee academic and research programs under school auspices or involving school resources. Develop school administrative and committee structure for promoting shared governance and a culture of inclusiveness, social justice, and equity. Oversee accreditation compliance, development activities, and strategic engagement with internal and external stakeholders.

### **Administrative Leadership Highlights**

- Reorganization of School governance structure to advance shared governance
- Revision of the MSW specialization and curriculum
- Development of an online MSW program
- Development of a PhD program
- Development of an online BSW program
- Successful CSWE reaccreditation of BSW and MSW programs
- Successful initiative to secure promotion opportunities and a progressive career ladder for master's degree faculty
- Implemented an internal research grants program to support faculty research

### **WINTHROP UNIVERSITY, Department of Social Work (CSWE Accredited)**

**January 2006 – May 2017.**

**Department Chair and Professor, Department of Social Work (2011-2017)**

**Associate Dean, College of Arts and Sciences (2010-2011)**

**Graduate Program Director, Department of Social Work (2007 – 2011)**

**Director of the Weekend MSW Program, Department of Social Work (2006-2007)**

**Professor of Social Work (2008– present)**

**Associate Professor of Social Work (2006 – 2008)**

### **UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE, Department of Social Work (CSWE Accredited).**

**August, 1998 - December, 2005**

**MSW Program Coordinator (July, 2004- December, 2005)**

**BSW Program Director (August, 2003 – June, 2004)**

**Associate Professor of Social Work (July, 2001 – December, 2005)**

**Assistant Professor of Social Work (August, 1998 – June, 2001)**

### **WARREN WILSON COLLEGE, Social Work Program (CSWE Accredited).**

**August, 1993 – June, 1998**

**BSW Program Director (July, 1994-June, 1998)**

**Field Coordinator (August, 1993-June 1994)**

**Extended Contract (Tenure Equivalent) Awarded 1997**

### **NORTH CAROLINA STATE UNIVERSITY (CSWE Accredited)**

**1990 – 1993**

**Visiting Instructor, Department of Social Work (1990-1993)**

(Taught courses in Social Work Practice, HBSE, and Intro. to Social Work while pursuing a PhD degree)

**Seminar Instructor and Internship Supervisor, Counselor Education Department (1991-1992)**

### **GRANTS/CONTRACTS**

Morrow, D. F. (PI) & Weirich, M. R. (2023-2024). Gerontology Practitioner Certificate Project, Year 3. WV DHHR-Bureau for Social Services. September 1, 2023 – September 30, 2024. \$211,601.

Morrow, D. F. (PI) & Weirich, M. R. (2022-2023). Gerontology Practitioner Certificate Project, Year 2. WV DHHR-Bureau for Social Services. September 1, 2022 – September 30, 2023. \$213,762.

Morrow, D. F. (PI) & Weirich, M. R. (2021-2022). Gerontology Practitioner Certificate Project, Year 1. WV DHHR-BPH-Office of Maternal, Child, and Family Health, US DHHS-Administration for Children and Families. September 1, 2021 – August 31 2022. \$178,845.

Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2021-2022). Strengthening Training for Addiction and Recovery (Year 4

award). \$68,442. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Brianna Shepherd (PI), \$1,499,979.

Gamble, J. (PI), Morrow, D. F. (Co-PI), & Hayes, A. R. (Co-PI). (2021-2022). Mental Health First Aid Training Project. A project of the West Virginia Higher Education Policy Commission. \$4,000.

Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2020-2021). Strengthening Training for Addiction and Recovery (Year 3 award). \$72,817.00. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$1,499,908.92.

Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2019-2020). Strengthening Training for Addiction and Recovery (Year 2 award). \$292,104.25. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$2,929,826.

Morrow, D.F. (PI), Englehardt, J. (Co-PI), & Gamble, J. (Co-PI). (2019-2020). West Virginia Behavioral Health Workforce Initiative. WV Higher Education Policy Council, Charleston, WV. \$25,000.

Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2018-2019). Strengthening Training for Addiction and Recovery (Year 1 award). \$241,401.46. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$3,042,700.

Morrow, D.F. (PI) & Bloomquist, K. (Co-PI). (2016-2017). Foster and adoptive family recruitment project. SC Department of Social Services, Columbia, SC. \$150,100.

Provided leadership oversight to the Winthrop University Department of Social Work's Center for Social Welfare Research and Assessment: Funding growth from less than \$1M in 2011 to more than \$10M in 2015.

Served on the Winthrop implementation team for the SC Professional Development Consortium Title IV-E funding for child welfare scholar program (R. Green, PI). 2011-2014. \$584,862.

Morrow, D. F. (Co-PI). (2006-2008). A second wave exploratory descriptive study of health and long term care issues for South Carolina's Imminent Retirees. One project in a multi-project Winthrop University Department of Social Work Medicaid Research Project with the South Carolina Health and Human Services Bureau of Long Term Care Services (with R. Green, PI). \$816,513.00

Cousins, L. (PI) & Morrow, D. F. (Co-PI). (2005). Scholarships for Disadvantaged Students. Health Resources and Services Administration. Grant Award T08HP04934-01-00. \$19,421.00

Morrow, D.F. (PI). (1999). *Lesbian and gay issues in social work practice: sexual minorities in the military*. Syllabus development grant, Center for the Study of Sexual Minorities in the Military, University of California, Santa Barbara, CA. \$350.00.

## PUBLICATIONS

### Articles

Morrow, D. F., Thurman, H., Martin, M. C., Weirich, M., & Moore, A. (2025). Advancing professional training for adult protective services workers: A gerontology professional certificate partnership. Submitted to *The Journal of Applied Gerontology*. <https://doi.org/10.1177/07334648251353262>

- Christensen, M., Gamble, J., & Morrow, D. F. (2023). The longitudinal impacts of COVID-19 on social work students. *Journal of Teaching in Social Work*, 43(2), 175-192. <https://doi.org/10.1080/08841233.2023.2176016>
- Morrow, D. F. (2023). Social work licensure and regulation in the United States: Current trends and recommendations for the future. *Research on Social Work Practice*, 33(1). <https://doi.org/10.1177/10497315221114175>
- Wang, K., Youngke, L., Morrow, D. F., Xiao, G., Xu, C. (2022). Associations of ARHGAAP26 polymorphisms with Alzheimer's disease and cardiovascular disease. *Journal of Molecular Neuroscience*. <https://doi.org/10.1007/s12031-022-01972-5>
- Hash, K.M., & Morrow, D. F. (2019). Lesbian, gay, bisexual, and transgender persons aging in rural areas. *International Journal of Aging and Human Development*. 10.1177/0091415019836110
- Hagedorn, R., Pampalone, A., Hood, L., Yura, C., Morrow, D. F., Olfert, M. (2019). Development and Evaluation of a Higher Education Food Security Toolkit to Provide Ideas of Initiatives for Student Wellbeing: WISH4Campus (P04-049-19). *Current Developments in Nutrition*, 3, nzz051,04-049-19. <http://dx.doi.org/10.1093/cdn/nzz051.p04-049-19>
- Morrow, D. F. (2011). Message from the Chair. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Spring/Fall Issue.
- Morrow, D. F. (2010). Clinical Supervision Requirements for Provisional Licensees. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Fall Issue.
- Morrow, D. F. (2010). What Does the Board Really Do? *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Spring Issue.
- Morrow, D. F. (2009). Title protection law passes. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Fall Issue.
- Morrow, D. F. (2009). Message from the Chair. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Spring Issue.
- Lilly, M., & Morrow, D. F. (2009). Practice alert: Clinical social work practice and the hospital setting. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Spring.
- Morrow, D. F. (2008). Message from the Chair. *Update: North Carolina Social Work Certification and Licensure Board Newsletter*, Fall Issue.
- Morrow, D. F. (2008). Supervision of practice. *North Carolina Social Work Certification and Licensure Board Update*, Spring, 4-5. Asheboro, NC: North Carolina Social Work Certification and Licensure Board.
- Morrow, D. F. (2008). Lesbians: Practice interventions. In T. Mizrahi & L. Davis (Eds.), *NASW Encyclopedia of Social Work*, (20<sup>th</sup> ed.). Washington, DC: NASW Press.
- Boyd, S. A., Morrow, D. F., Shobe, M. A., & Tack, F. (2007). Lessons learned from an innovative university-community agency collaboration: The development of a direct practice training for child welfare and mental health social workers. *Professional Development Journal*, 9(3), 140-152
- Morrow, D. F. (2004). Social work practice with gay, lesbian, bisexual, and transgender adolescents. *Families in Society*, 85(1), 1-9.

- Morrow, D. F. (2003). Cast into the wilderness: The impact of institutionalized religion on lesbians. *Journal of Lesbian Studies*, 7(109-123). [Also published as a book chapter in K. Balsam (Ed.), *Trauma, stress, and sexual minority women: Rising like the phoenix*, pp. 109-124. Binghamton, NY: Harrington Park Press.]
- Morrow, D.F. & Fogel, S.J. (2002). By every other name: The variety of baccalaureate degrees awarded in social work education. *Arete*, 26(1), 88-91.
- Morrow, D.F., & Fogel, S. J. (2001). Staffing patterns for field director positions in accredited social work programs. *Arete*, 25(2), 78-86.
- Fogel, S. J., Ellison, M. E., & Morrow, D. F. (2001). Baccalaureate social work graduates respond: Is sexual harassment a problem in field placements? *Journal of Baccalaureate Social Work*, 7(1), 79-93.
- Morrow, D.F. (2001). Older gays and lesbians: Surviving a generation of hate and violence. *Journal of Gay and Lesbian Social Services*, 13(1/2), 151-169. [Also published as a book chapter in M.E. Swigonski, R. Mama, & K. Ward (Eds.), *From Hate to Human Rights*, pp. 151-169. Binghamton, NY: Harrington Park Press.]
- Morrow, D.F. (2002). Advocating for gay and lesbian youth. *The Connection*, 18(1), 4-5.
- Morrow, D.F. (2000). Coming out to families: Guidelines for intervention with gay and lesbian clients. *Journal of Family Social Work*, 5(2), 53-66.
- Morrow, D.F. (2000). Gatekeeping for small baccalaureate social work programs. *Journal of Baccalaureate Social Work Education*, 5(2), 67-80.
- Morrow, D.F. (1996). Heterosexism: Hidden discrimination in social work education. *Journal of Gay and Lesbian Social Services*, 5(4), 1-16.
- Morrow, D.F. (1996). Coming out issues for adult lesbians: A group intervention. *Social Work*, 41(6), 647-656.
- Morrow, D.F. (1993). Social work with gay and lesbian adolescents. *Social Work*, 38(6), 655-660.

### **Books**

- Morrow D.F. & Sidell, N.R. (Editors, Steering Committee Co-Chairs). (2018). *A curriculum guide to social work licensure and regulation*. Alexandria, VA: CSWE Press.
- Morrow, D.F. & Messinger, L. (Eds.). (2006). *Sexual orientation and gender identity in social work practice*. New York: Columbia University Press. New York: Columbia University Press.
- Messinger, L. & Morrow, D.F. (Eds.) (2006). *Case studies on sexual orientation and gender identity in social work practice*. New York: Columbia University Press.

### **Book Chapters**

- Morrow, D. F. (2024). Affirmative practice with older adults in rural settings. In M. R. Daley & P. Pittman-Munke (Eds.), *Back home: Opportunities and challenges of rural practice*. 181-201. New York: Oxford University Press.  
<https://doi.org/10.1093/oso/9780197644263.003.0010>
- Coffey, D. S. & Morrow, D. F. (2024). Social work practice education in the USA: Lessons learned from the pandemic

- and beyond. In R. Guidi & C. Spatscheck (Eds.), *Social work practice education beyond the pandemic: Comparative perspectives on continuities, adaptations and innovations*. New York: Springer. <https://doi.org/10.1007/978-3-031-66559-2>
- Morrow, D.F. (2019). Matthew Shepard twenty years later: Social, political, and hate crimes impact in rural America. In H. Sikk & L. Meyer (Eds.), *Twenty years after: The legacy of Matthew Shepard*. Routledge: New York.
- Hash, K. M., Morrow, D. F., & Weirich, M.R. (2019). The social implications of growing old in small towns and rural communities. In L. W. Kayne & C. M. Singer (Eds.), *Social isolation in later life: Strategies for bolstering health and well-being* (pp. 253-270). New York: Springer.
- Morrow, D.F. & Tack, F.E. (2014). The case of Ruth and Janice. In C. W. LeCroy's, *Case studies in social work practice* (3rd ed.). Hoboken, NJ: John Wiley & Sons.
- Tack, F. E., & Morrow, D. F. (2014). Mental health case consultation (pp. 44-60). In A. Michael Dougherty (Ed.), *Psychological consultation and collaboration in school and community settings: A casebook* (6<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole.
- Morrow, D. F. (2013, 2008). Lesbians: Practice interventions (revised). In C. G. Franklin (Ed.). Online version of the *NASW Encyclopedia of Social Work*, (20<sup>th</sup> ed.). Washington, DC: NASW Press and Oxford University Press.
- Tack, F. E., & Morrow, D. F. (2009). Mental health case consultation. In A. Michael Dougherty (Ed.), *Psychological consultation and collaboration in school and community settings: A casebook* (5<sup>th</sup> ed.) (pp. 35-47). Pacific Grove, CA: Brooks/Cole.
- Tack, F. E., Dougherty, A. M., & Morrow, D. F. (2009). Group consultation with a university counseling center staff. In A. Michael Dougherty (Ed.), *Psychological consultation and collaboration in school and community settings: A casebook* (5<sup>th</sup> ed.) (pp. 108-119). Pacific Grove, CA: Brooks/Cole.
- Morrow, D. F. (2006). Sexual orientation and gender identity: A context for social work practice. In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 3-17). New York: Columbia University Press.
- Morrow, D. F. (2006). Gay, lesbian, and bisexual identity development. In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 81-104). New York: Columbia University Press.
- Morrow, D. F. (2006). Coming out as gay, lesbian, bisexual, and transgender. In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 129-149). New York: Columbia University Press.
- Morrow, D. F. (2006). Gay, lesbian, bisexual, and transgender adolescents. In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 177-195). New York: Columbia University Press.
- Morrow, D. F., & Tyson, B. (2006). Religion and spirituality. In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 384-404). New York: Columbia University Press.
- Greer, P. L., & Morrow, D. F. (2006). The case of Saundra. In, L. Messinger & D. F. Morrow, *Case studies on sexual orientation and gender identity in social work practice* (pp. 19-21). New York: Columbia University Press.
- Greer, P. L., & Morrow, D. F. (2006). The case of Randall. In, L. Messinger & D. F. Morrow, *Case studies on sexual orientation and gender identity in social work practice* (pp. 7-9). New York: Columbia University Press.

- Greer, P. L. & Morrow, D. F. (2006). Resources and words and symbols. In, In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 471-476). New York: Columbia University Press.
- Greer, P. L. & Morrow, D. F. (2006). GLBT Resources. In, In, D. F. Morrow & L. Messinger, (Eds.), *Sexual orientation and gender identity in social work practice* (pp. 477-489). New York: Columbia University Press.
- Tack, F. E., & Morrow, D. F. (2005). Mental health case consultation. In A. Michael Dougherty (Ed.), *Psychological consultation and collaboration in school and community settings: A casebook* (4th ed.) (pp. 39-52). Pacific Grove, CA: Brooks/Cole.
- Tack, F. E., Dougherty, A. M., & Morrow, D. F. (2005). Group consultation with a university counseling center staff. In A. Michael Dougherty (Ed.), *Psychological consultation and collaboration in school and community settings: A casebook* (4th ed.) (pp. 115-126). Pacific Grove, CA: Brooks/Cole.
- Morrow, D. F. (2003). Cast into the wilderness: The impact of institutionalized religion on lesbians. In K. F. Balsam (Ed.), *Trauma, stress, and sexual minority women: Rising like the phoenix*, pp. 109-124. Binghamton, NY: Harrington Park Press. [Also published as an article in Morrow, D. F. (2003). Cast into the wilderness: The impact of institutionalized religion on lesbians. *Journal of Lesbian Studies*, 7(109-123).]
- Morrow, D.F. (2001). Older gays and lesbians: Surviving a generation of hate and violence. In M.E. Swigonski, R. Mama, & K. Ward (Eds.), *From Hate to Human Rights*, pp. 151-169. Binghamton, NY: Harrington Park Press. [Also published as an article in Morrow, D.F. (2001). Older gays and lesbians: Surviving a generation of hate and violence. *Journal of Gay and Lesbian Social Services*, 13(1/2), 151-169.]

### **Research Monographs/Technical Reports**

- Morrow, D. F., Weirich, M. R., Thurman, H., & Martin, M. C. (2024). Gerontology Professional Certification Project. Final Outcomes Report. WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI), Weirich, M. R. (Co-PI), & Thurman, H. (2024). Gerontology Professional Certification Project. Year 3, Fourth Quarter Report (July – September, 2024). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2024). Gerontology Professional Certification Project. Year 3, Third Quarter Report (April – June, 2024). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2024). Gerontology Professional Certification Project. Year 3, Second Quarter Report (January – March, 2024). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2024). Gerontology Professional Certification Project. Year 3, First Quarter Report (October – December 2023). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2023). Gerontology Professional Certification Project. Year 2, Fourth Quarter Report (July – September, 2023). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2023). Gerontology Professional Certification Project. Year 2, Third Quarter Report (April – June, 2023). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2023). Gerontology Professional Certification Project. Year 2, Second Quarter Report (January – March, 2023). WV DHHR-Bureau for Social Services.



- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2023). Gerontology Professional Certification Project. Year 2, First Quarter Report (October – December, 2022). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2022). Gerontology Professional Certification Project. Year 2, First Month Report (September, 2022). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2022). Gerontology Professional Certification Project. Year 1, Final Report (December 2021 – September 2022)). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2022). Gerontology Professional Certification Project. Year 1, Third Quarter Report (March – May, 2022). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2022). Gerontology Professional Certification Project. Year 1, Second Quarter Report (December, 2021 – February, 2022). WV DHHR-Bureau for Social Services.
- Morrow, D. F. (PI); Weirich, M. R. (Co-PI), and Thurman, H. (2021). Gerontology Professional Certification Project. Year 1, First Quarter Report (September - November, 2021). WV DHHR-Bureau for Social Services.
- Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2021-2022). Strengthening Training for Addiction and Recovery (Year 4 award). \$68,442. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Brianna Shepherd (PI), \$1,499,979. Monthly technical progress reports. Quarterly progress reports.
- Gamble, J. (PI), Morrow, D. F. (Co-PI), & Hayes, A. R. (Co-PI). (2021-2022). Mental Health First Aid Training Project. A project of the West Virginia Higher Education Policy Commission. \$4,000. Final technical report.
- Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2020-2021). Strengthening Training for Addiction and Recovery (Year 3 award). \$72,817.00. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$1,499,908.92. Monthly technical progress reports.
- Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2019-2020). Strengthening Training for Addiction and Recovery (Year 2 award). \$292,104.25. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$2,929,826. Monthly technical progress report.
- Morrow, D.F. (PI), Englehardt, J. (Co-PI), & Gamble, J. (Co-PI). (2019-2020). West Virginia Behavioral Health Workforce Initiative. WV Higher Education Policy Council, Charleston, WV. \$25,000. Final technical report.
- Morrow, D.F. (PI) & Gamble, J. (Co-PI). (2018-2019). Strengthening Training for Addiction and Recovery (Year 1 award). \$241,401.46. A project of the West Virginia Bureau for Behavioral Health State Opioid Response Grant Prescriber/Provider Training, Education, and Development Implementation, Garrett Moran (PI), \$3,042,700. Monthly technical progress reports.
- Morrow, D.F., Bloomquist, K., Dillard, M. (2017). Champions for children project: Final technical report. Champions for Children Contract with SC DSS. Rock Hill, SC: Winthrop University Department of Social Work.
- Morrow, D.F., Lilly, M., Brogden, G., Ferriss, R. & Simmons, E. (January 7, 2011). Fiscal Sustainability Committee Report to the Board. NC Social Work Certification and Licensure Board. Asheboro, NC.
- Morrow, D. F., Wagaman, A., & Bremseth, M. (2008). *Report of the Imminent Retirees Study Project for the South*



*Carolina DHHS Bureau of Long Term Care Services*. The Center for Social Welfare Research and Assessment, Winthrop University, Rock Hill, SC.

Morrow, D.F. (1993). Lesbian identity development through group process: An exploration of coming out issues. *Dissertation Abstracts International*, 54-02 (0428).

Morrow, D. F. (1992). *An exploration of the relationships among ego development, lesbian identity development, and lesbian empowerment*. Pre-dissertation Thesis. NCSU Counselor Education Program.

### **Professional Reports and Manuals**

WVU School of Social Work Substantive Change Report to CSWE for the Addition of an Online BSW Program (2023). WVU School of Social Work, Morgantown, W. Approved.

MSW Self-Study for Reaffirmation of CSWE Accreditation. (2021). Project Coordinator and Lead Author. Submitted to CSWE for reaffirmation of the BSW program. School of Social Work, West Virginia University, Morgantown, WV.

BSW Self-Study for Reaffirmation of CSWE Accreditation. (2020). Project Coordinator and Lead Author. Submitted to CSWE for reaffirmation of the BSW program. School of Social Work, West Virginia University, Morgantown, WV.

WVU School of Social Work Substantive Change Report to CSWE for the Addition of an Online MSW Program (2018). WVU School of Social Work, Morgantown, WV. Approved.

Winthrop University BSW Program Self-Study (2012). Department of Social Work, Winthrop University, Rock Hill, SC. (lead author)

Winthrop University MSW Program Self-Study (2012). Department of Social Work, Winthrop University, Rock Hill, SC. (lead author)

Gerontology Programming Among South Carolina Colleges and Universities and Charlotte/ Mecklenburg Colleges and Universities. (2010). College of Arts and Sciences. Winthrop University, Rock Hill, SC.

Winthrop University Department of Social Work Self-Study Outline for Reaffirmation of the BSW and MSW Programs. (2010). Department of Social Work, Winthrop University, Rock Hill, SC.

*Winthrop University MSW Student Handbook*. (2010, rev. 2011, 2015, 2016 revisions). Department of Social Work, Winthrop University, Rock Hill, SC.

*The University of North Carolina at Charlotte MSW Program Student Handbook* (2005 revision), Department of Social Work, UNC Charlotte, Charlotte, NC.

*The University of North Carolina at Charlotte BSW Program Student Handbook* (2004), Department of Social Work, UNC Charlotte, Charlotte, NC.

*Warren Wilson College Social Work Program Manual* (1996; revised 1997, 1998). Social Work Program. Warren Wilson College, Asheville, NC.

*Warren Wilson College Field Placement Manual* (1994). Social Work Program. Warren Wilson College, Asheville, NC.

### **Instrument**

*Lesbian Empowerment Scale (LES)* (1992). Developed a scale to measure empowerment in lesbians. This scale was used in both a thesis study and doctoral dissertation research.

### **Book Reviews**

Morrow, D. F. (2007). Review of the book, *Elder abuse and mistreatment: Policy, practice, and research* (M. Joanna Mellor and Patricia Browness, Eds., 2006). *Families in Society*, 88(4), 655-666.

Morrow, D. F. (2006). Review of the book, *More than a parting prayer: Lessons in care-giving for the dying* (W. H. Griffith). *Journal of Social Work in End-of-Life and Palliative Care*, 2(2), 99-101.

### **Media Expertise/Commentary**

School of Social Work Celebrates 50<sup>th</sup> Anniversary of BSW Accreditation. WVU Mountaineer E-News, April 4, 2024. <https://enews.wvu.edu/articles/2024/04/02/school-of-social-work-celebrates-50th-anniversary-of-bsw-accreditation>

Mon EMS Looking to Push Changes Allowing Transport to Hope Hill Sobering Center. Dominion Post Newspaper. December 17, 2022. <https://www.dominionpost.com/2022/12/17/mon-ems-looking-to-push-changes-allowing-transport-to-hope-hill-sobering-center/>

Facility for Struggling Addicts Opens in Morgantown  
Channel 5 WDTV. October 6, 2022.  
<https://www.wdtv.com/2022/10/06/facility-struggling-addicts-opens-morgantown/>

Hope Hill Sobering Center Ceremony Held at Hazel's House of Hope  
Dominion Post. October 6, 2022.  
<https://www.dominionpost.com/2022/10/06/hope-hill-sobering-center-ceremony-held-at-hazels-house-of-hope/>

Sobering Center Opens in Morgantown, WV  
The Morgantown News. October 6, 2022.  
[https://www.wvnews.com/morgantownnews/news/sobering-center-opens-in-morgantown-west-virginia/article\\_df32387a-4593-11ed-961d-776e38ba018d.html](https://www.wvnews.com/morgantownnews/news/sobering-center-opens-in-morgantown-west-virginia/article_df32387a-4593-11ed-961d-776e38ba018d.html)

New Sobering Center Opens in Morgantown  
MetroNews. October 6, 2022.  
<https://wvmetronews.com/2022/10/06/new-sobering-center-opens-in-morgantown/>

One-of-a-Kind Sobering Center Now Open in Morgantown  
WAJR Radio  
<https://wajr.com/one-of-a-kind-sobering-center-now-open-in-morgantown/>

Morrow Leads Development of Social Work Accreditation Standards  
Mountaineer eNews. July 20, 2022.  
<https://enews.wvu.edu/articles/2022/07/20/morrow-leads-development-of-social-work-accreditation-standards>

End of life practices have to be changed, making closure hard. The Dominion Post. April 6, 2020.  
[https://www.dominionpost.com/2020/04/06/pandemic-takes-an-emotional-toll-as-well/?mc\\_cid=6db785bc21&mc\\_eid=2d22ce0373](https://www.dominionpost.com/2020/04/06/pandemic-takes-an-emotional-toll-as-well/?mc_cid=6db785bc21&mc_eid=2d22ce0373)

WVU focusing on preparing social work professionals to deal with opioid addiction. WVU Today. July 22, 2019.  
<https://wvutoday.wvu.edu/media-center-blog/2019/07/22/expert-pitch-wvu-focusing-on-preparing-social-work->

[professionals-to-deal-with-opioid-addiction](#)

Researchers at WVU fight against opioid epidemic. WBOY TV, Clarksburg, WV. May 29, 2019.

[https://www.wboy.com/news/local/monongalia-and-preston/researchers-at-wvu-fight-against-west-virginia-s-opioid-epidemic\\_20190528221732/2034524219](https://www.wboy.com/news/local/monongalia-and-preston/researchers-at-wvu-fight-against-west-virginia-s-opioid-epidemic_20190528221732/2034524219)

Expert commentary on the impact of NC HB2. WBTV Charlotte, NC. April 7, 2016.

Expert commentary on the passage of NC HB2, WCCB TV Charlotte, NC. March 31, 2016.

Expert commentary for the June 6, 2014 Charlotte Observer news article, *Why couldn't Mecklenburg County find mom?* Story by Fred Clasen-Kelly.

Expert commentary for the January 30, 2014 Rock Hill Herald and Charlotte Observer article, *Many Winthrop graduate degree programs showing rapid growth*. Story by Anna Douglas.

Expert commentary for the March 8, 2012 WSOC TV news report, *Landlord defends Chester woman accused of child neglect*. Story by Greg Suskin.

## PRESENTATIONS

Rishel, C., Morrow, D.F., & Cook, E. (2025). The PhD in Social Work Degree Program at West Virginia University. Charleston, WV, NASW-WV Spring Conference.

Morrow, D.F. (2025). Social work licensure preparation: Graduate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Morrow, D.F. (2025). Social work licensure: Baccalaureate Exam. WVU School of Social Work, BSW Program. Morgantown, WV.

Morrow, D. F. (2024). My leadership journey. Women's Leadership Initiative. West Virginia University, Morgantown, WV.

Morrow, D. F., & Kennedy, T., (2024). Identifying leadership principles using the Bolman and Deal four frames model. Council on Social Work Education Annual Program Meeting, Leadership Development Institute. Kansas City, MO.

Morrow, D.F., Weirich, M., Thurman, H., Moore, A., & Martin, M. C. (2024). Advancing training for adult protective services workers: A gerontology certificate program partnership between the West Virginia Bureau of Social Services and the West Virginia University School of Social Work. NASW-WV Annual Conference. Charleston, WV.

Morrow, D.F. (2024). The faculty role in higher education. WVU School of Social Work PhD Program. SOWK 690: Teaching Practicum. Morgantown, WV.

Morrow, D.F. (2024). Social work licensure preparation: Graduate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Morrow, D.F. (2024). Social work licensure: Baccalaureate Exam. WVU School of Social Work, BSW Program. Morgantown, WV.

Morrow, D. F. (2023). Affirmative Practice with Older Adults. 48<sup>th</sup> Annual National Institute on Social Work and Human

Services in Rural Areas. Virtual conference.

Morrow, D. F., Singh-Corcoran, N., & Ford-Wentz, D., Lastinger, V. (2023). Panel presentation: Servant Leadership. Eberly College Connections Series. West Virginia University.

Morrow, D.F. (2023). Social work licensure preparation: Graduate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Morrow, D.F. (2023). Social work licensure: Baccalaureate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Gandy, M., Estreet, A., Morrow, D. F. (Moderator), Bagneris, J. R., & Bell, A. (2022). Searching during a pandemic: Tips and lessons learned from virtual faculty job searches. Council on Social Work Education 68<sup>th</sup> Annual Program Meeting. Anaheim, CA.

Fujita, M. & Morrow, D. F. (2022). 2022 EPAS Information Session. Council on Social Work Education 68<sup>th</sup> Annual Program Meeting. Anaheim, CA. (Presentation offer three times throughout APM)

Durant, A., Fujita, M., & Morrow, D. F. (2022). Accreditation Site Visitor Questions and Answers. Council on Social Work Education 68<sup>th</sup> Annual Program Meeting. Anaheim, CA.

Morrow, D. F. (2022). Overview from the Eberly College of Arts and Sciences Ad Hoc Committee on Promotion Pathways for Instructors. West Virginia University, Eberly College of Arts and Sciences Faculty Assembly. Morgantown, WV.

Morrow, D. F., & Dunaway, R. G. (2022). Supporting the development of mid-career faculty. Eberly College Chairs and Directors Retreat. WVU Eberly College of Arts and Sciences. Chairs and Directors Retreat.

Morrow, D. F. (2022). Report from the Eberly College of Arts and Sciences Ad Hoc Committee on Promotion Pathways for Instructors. West Virginia University, Eberly College of Arts and Sciences, Chairs and Directors Meeting. Morgantown, WV

Holster, A., Fabelo, H., Origanti, F., Boutte-Queen, N., Morrow, D. F., Magen, R., Bruhn, C., Marshall, I., Gurrola, M., Cluse-Tolar, T., & Mitchell, C. (2022). CSWE Pre-candidacy workshop: Commissioner Visits. Council on Social Work Education, Alexandria, VA.

Morrow, D.F. (2022). Social work licensure preparation: Graduate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Morrow, D.F. (2022). Social work licensure: Baccalaureate Exam. WVU School of Social Work, MSW Program. Morgantown, WV.

Morrow, D. F., Gabel, S. G., Brice, R. S., & Fujita, M. (2021). 2022 EPAS Draft 2: Information and Feedback. Presented on five occasions: two sessions at the CSWE Annual Program Meeting, Orlando, FL, and virtual presentations to APM On Demand; the Social Work Black Administrators, Researchers, and Scholars group; and, the Social Work Minority Serving Institutions group.

Morrow, D. F., & Sarwari, A. (2021). The future of aging: Lead-in presentation for the 2021 Academic Innovation Summit. West Virginia University, 2021 Academic Innovation Summit.

Morrow, D. F., & McPhee, D. M. (2021). 2022 Educational Policy and Accreditation Standards for Baccalaureate and Master's Social Work Programs: Draft #1 Overview. Presented to three separate venues: National Association of

Deans and Directors of Social Work Spring Conference; Baccalaureate Program Directors Conference; and Council on Field Education Directors Spring Meeting.

- Morrow, D.F. (2021). Social work licensure preparation: MSW Level. WVU School of Social Work, MSW Program. Morgantown, WV.
- Morrow, D.F. (2021). Social work licensure: BSW Level. WVU School of Social Work, MSW Program. Morgantown, WV.
- McPhee, D.M., Morrow, D.F., Kurfess, M.D., & Rhoads, J. (2020). Connect Session: EPAS 2022 Update. CSWE Annual Program Meeting (Virtual). Alexandria, VA.
- Morrow, D.F. (2020). Social work education in the time of quarantine. Pennsylvania Association for Social Work Education. Virtual presentation.
- Morrow, D.F. (2020). Social work licensure preparation: MSW Level. WVU School of Social Work, MSW Program. Morgantown, WV.
- Morrow, D.F. (2020). Social work licensure: BSW Level. WVU School of Social Work, MSW Program. Morgantown, WV.
- Fitts, J., Sidell, N.L. Morrow, D.F., & Najor-Durack, A. (2019). Using the curricular guide for licensing and regulation. National webinar. Council on Social Work Education and Association of Social Work Boards.
- McPhee, D., Morrow, D.F., Regan, J.A., & Kurfess, M. (2019). Update on EPAS 2022. CSWE Annual Program Meeting, Denver, CO.
- Morrow, D.F., & Englehardt, J. (2019). The social work licensure process. Morgantown, WV: School of Social Work.
- Morrow, D.F. & Gamble, J. (2018). Integrating CSWE competencies into BSW education. WVU School of Social Work, Morgantown, WV.
- Morrow, D.F. & Gamble, J. (2018). Integrating CSWE competencies into MSW education. WVU School of Social Work, Morgantown, WV.
- Fitts, J., Monahan, M.J., Morrow, D.F., & Sidell, N. (2018). The new licensing and regulation curricular guide: A social justice perspective. CSWE Annual Program Meeting, Orlando, FL.
- Morrow, D.F., Moderator. (2018). Social workers on the front lines. Panel presentation for WVU diversity week.
- Morrow, D.F., Moderator. (2018). Social work: The career of a lifetime. Panel presentation for WVU students.
- Weirich, M.R., Hash, K. M., & Morrow, D. (2018). The social implications of growing old in small towns and rural communities. Summer Institute on Aging. West Virginia University School of Social Work. Morgantown, WV.
- Morrow, D. F. (2017). A personal journey to honor society induction. West Virginia University School of Social Work Phi Alpha Induction Ceremony. Morgantown, WV.
- Morrow, D. F. & Noble, D. (Co-facilitators). (2017). Path to Licensure Institute. Association of Social Work Boards Path to Licensure Institute for scholars pursuing licensure and regulation research and licensure programming in social work education programs. Culpepper, VA.

- Bloomquist, K. R., Morrow, D. F., & Dillard, M. (2017). Champions for children: A DSS and Winthrop University collaboration. NASW-SC Spring Symposium, Columbia, SC.
- Morrow, D.F. (Moderator). (2016). Support for Licensure Mobility: Initiatives by social work associations. Panelists: Monahan, M. J. (ASWB); Spence Coffee, D. (CSWE), Sookraj, D. (CASWE); McIntosh, H. (NASW); Phelps, F. (CASW); and Mayr, J.(CCSWR). Association of Social Work Boards Conference, Jersey City, NJ.
- Morrow, D.F. (2015, 2016). The Walls family from Jeannette Walls', *The glass castle*: Dysfunctional or resilient? Presentation about the University's Common Book project for 2015-2016. Winthrop University, Rock Hill, SC.
- Morrow, D.F. (2015). Opening remarks for the professional workshop, Hate won't win: Race, social work, and social justice. Sponsored by NASW-SC and the South Carolina Deans and Directors of Social Work.
- Monahan, M.J. & Morrow, D.F. (2015). ASWB's strategic world café: Broadening our understanding of mobility. Association of Social Work Boards Spring Education Meeting. Seattle, WA.
- Morrow, D.F. (2014). The recovery model: Empowerment-based intervention for people living with serious mental illness. NASW-SC Spring Symposium Conference. Columbia, SC.
- Morrow, D.F. (2013). Weaving threads of resilience and advocacy. Keynote address for the NASW-SC Spring Symposium Conference. Columbia, SC.
- Morrow, D.F. (2013). Service Excellence in Social Work. Hospice of Charlotte Annual Social Workers Luncheon. Charlotte, NC.
- Rofuth, T.; Terrell, B.; Morrow, D.F., Lewandowski, C.A. (2012). Challenges for NADD members who are department chairs. National Association of Deans and Directors Spring Conference, Fort Lauderdale, FL.
- Morrow, D.F., Prus, J., & Foeckler, J. (2012). Funding graduate education. McNair Scholars Program, Winthrop University, Rock Hill, SC.
- Morrow, D.F. (2011). Service excellence: Renewing a commitment to what matters most. Caring Connections Conference, Winthrop University, Rock Hill, SC.
- Morrow, D.F. (2011). Social workers changing lives: Renewing a commitment to excellence. Keynote presentation for Social Work Month Luncheon, Charlotte, NC.
- Morrow, D.F. (2011). Social work certification and licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. UNC Charlotte MSW Program, Charlotte, NC.
- Morrow, D.F. (2010). Social work certification and licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. UNC Charlotte MSW Program, Charlotte, NC.
- Morrow, D.F. (2009). Ethical integrity day-by-day. Caring Connections Conference. Winthrop University, Rock Hill, SC.
- Morrow, D.F. (2009). Ethical integrity day-by-day. Catawba Care Coalition staff training session. Rock Hill, SC.
- Morrow, D.F. (2009). Social work certification and licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. UNC Chapel Hill School of Social Work, Chapel Hill, NC.
- Morrow, D.F. (2009). Social work certification and licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. UNC Charlotte MSW Program, Charlotte, NC.

- Morrow, D.F. (2009). The NASW code of ethics and the North Carolina certification and licensure law. Carolinas Health Care System Social Work Staff, Charlotte, Asheville, NC.
- Morrow, D.F. & Ferris, F.D. (2008). Responding to ethics complaints: An overview of the North Carolina Licensure Board investigative process. Keynote presentation for the NASW-NC Annual Fall Conference. Asheville, NC.
- Morrow, D.F. & Wagaman, A. (2008). Gay, lesbian, bisexual and transgender imminent retirees: Prepared for retirement?" Council on Social Work Education Annual Program Meeting. Philadelphia, PA.
- Morrow, D. F. (2008). Sexual orientation awareness in agency practice. Mecklenburg County Area Mental Health Authority. Charlotte, NC.
- Morrow, D. F. (2008). Sexual orientation awareness in practice settings. Keystone Substance Abuse Treatment Center. Rock Hill, SC.
- Morrow, D. F. (2008). Social work certification and Licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. Winthrop University, Rock Hill, SC.
- Morrow, D. F. (2008). Social work certification and licensure in North Carolina. Presented on behalf of the North Carolina Social Work Certification and Licensure Board. UNC Charlotte, Charlotte, NC.
- Morrow, D.F., & Hamill, S. (2007). Socio-historical perspectives on gay and lesbian culture. Winthrop University Open Week. Rock Hill, SC.
- Tack, F. E., & Morrow, D. F. (2007). Lesbian and gay couples: A lived experience. UNC Charlotte Department of Counseling, Counseling Sexual Minorities Class. Charlotte, NC.
- Morrow, D.F. (2006). The NASW code of ethics and the North Carolina certification and licensure law. Keynote presentation for the NASW-NC Annual Fall Conference, Asheville, NC.
- Morrow, D.F. & Tyson, B. (2006). Teaching glbt content in religiously conservative times. Annual National Baccalaureate Program Directors Conference. Los Angeles, CA.
- Morrow, D. F. (2006). Social work certification and licensure in North Carolina. UNC Charlotte Department of Social Work. Charlotte, NC.
- Morrow, D. F. (2006). Social work certification and licensure in North Carolina. UNC Charlotte SOWK 1101 class, Charlotte, NC.
- Morrow, D. F. (2006). Social work ethics and the North Carolina licensure law. Carolinas Medical Center-Randolph. Charlotte, NC.
- Morrow, D. F. & Tack, F. E. (2006). An empowerment approach for working with gay and lesbian clients. Carolinas Field Instruction Institute. Winthrop University, Rock Hill, SC.
- Morrow, D.F. (2006). Social Work Certification and Licensure in North Carolina. UNC Charlotte Department of Social Work. Charlotte, NC.
- Morrow, D. F. (2005). Ethical Responsibilities in Serving Sexual Minority Clients. Charlotte Emergency Housing. Charlotte, NC.



- Morrow, D. F. (2004). Health Risks for Sexual Minority Adolescents. Training session for all Charlotte-Mecklenburg School Nurses. Mecklenburg County Health Department. Charlotte, NC.
- Morrow, D. F. (2004). Cast into the wilderness: The impact of institutionalized religion on lesbians. Third Annual Conference of the Canadian Society for Spirituality and Social Work, in Conjunction with the Canadian Association of Schools of Social Work Annual Conference. University of Manitoba, Winnipeg, Canada.
- Morrow, D. F. (2004). Interviewing skills and the NASW Code of Ethics: Applications for social work practice. Mecklenburg Area Mental Health and Department of Social Services Training for Unit Supervisors. Charlotte, NC.
- Morrow, D. F. (2004). Interviewing skills and the NASW Code of Ethics: Applications for social work practice. Mecklenburg Area Mental Health and Department of Social Services Training for Line Staff. Charlotte, NC.
- Morrow, D. F. (2004). Psychopathology and psychopharmacology: Applications for social work practice. Mecklenburg Area Mental Health and Department of Social Services Training for Line Staff. Charlotte, NC.
- Morrow, D. F. (2003). A model for developing an integrated theoretical perspective of practice: From foundation perspectives to advanced theory. UNC Charlotte MSW Program. Charlotte, NC.
- Morrow, D. F. (2003). *Social work practice with gay, lesbian, bisexual, and transgender adolescents*. The International Perspectives on Social Welfare, Social Justice and Technology Conference. International Social Development Unit. Hosted by Calgary University: Calgary, Alberta, Canada.
- Morrow, D. F. (2003). *Ethics and Diversity: Working with gay, lesbian, bisexual, and transgender people*. NASW-NC Annual Conference on Ethics. Raleigh, NC.
- Morrow, D. F. (2002). *Gays and lesbians at college: Inclusion within the campus community*. UNC Charlotte Resident Assistants Training. Charlotte, NC.
- Morrow, D. F. (2002). *Addressing the needs of participants in a woman-on-woman domestic violence group*. Women's Commission, Charlotte, NC.
- Morrow, D. F. (2002). *Responding to the needs of gay and lesbian youth*. School Counselors Conference, Western Carolina University, Lake Junaluska, NC.
- Morrow, D. F. (2001). *Support and intervention with gay, lesbian, bisexual, and transgender youth*. Youth Services Network. Charlotte, NC.
- Fogel, S. F., Morrow, D. F., & Ellison, M. (2000). *Sexual harassment in BSW Field Internships*. Baccalaureate Program Directors Conference, Destin, FL.
- Morrow, D. F., & Pina, E. (2000). *Families, Schools, and Religion: Their Impact on Gay and Lesbian Youth*. National Association of Social Workers North Carolina Annual Conference. Charlotte, NC.
- Morrow, D.F. (2000). *Schools and religion as social systems impacting gay youth*. Time Out Youth Support Group Meeting, Charlotte, NC
- Morrow, D.F. (2000). *Intervention with older gays and lesbians as survivors of hate and violence*. Southern Gerontological Society Annual Meeting. Raleigh, NC.
- Morrow, D.F. (2000). *Sexual identity*. Women's Studies Faculty Development Seminar Series. UNC Charlotte, Charlotte, NC.

- Morrow, D.F. (2000). *Scientific understandings of homosexuality*. Holy Covenant Church of Christ. Charlotte, NC.
- Morrow, D.F. (2000). *Social institutions and their impact on gay/lesbian youth*. Time Out Youth. Charlotte, NC.
- Morrow, D.F. & Fogel, S.J. (1999). *Staffing patterns for baccalaureate field director positions*. Baccalaureate Program Directors 17th Annual Conference, St. Louis, MO.
- Morrow, D.F. (1999). *Diversity training: Sexual Orientation*. Charlotte Emergency Housing. Charlotte, NC.
- Morrow, D.F. (1999). *Coming Out? Points to Consider*. OutCharlotte Annual Conference, Charlotte, NC.
- Morrow, D.F. (1999). *From sickness to health: The mental health response to gays and lesbians*. UNC Chapel Hill Part-Time MSW Program, Charlotte, NC.
- Morrow, D.F. (1999). *For Such a Time as This: Social Justice and Communities of Faith*. Panel Presentation. Holy Covenant United Church of Christ, Charlotte, NC.
- Morrow, D.F. (1999). *An Overview of Gay and Lesbian Identity Development*. Parents, Families, and Friends of Gays and Lesbians (PFLAG) of Charlotte Meeting.
- Morrow, D.F. (1998). *A Group Intervention Model for Exploring Coming Out Issues*. NASW-NC Annual Fall Conference, Greensboro, NC.
- Fullmer, E.M., Morrow, D.F., Travis, D.T., & Tumas, L. (1998). *Lesbian History*. OutCharlotte Annual Conference. Charlotte, NC.
- Morrow, D.F. (1998). *The Future of Social Work: Directions for a New Millennium*. NASW-NC Western North Carolina Conference. Asheville, NC.
- Morrow, D.F. (1997). *Social Work with Gay and Lesbian Adolescents*. Mars Hill College Social Work Program. Mars Hill, NC.
- Morrow, D.F. (1997). *Gatekeeping for Small Baccalaureate Social Work Programs*. Baccalaureate Program Directors 15th Annual Conference, Philadelphia, PA.
- Gibson, T. L., & Morrow, D.F. (1997). *Field Education: Three Program Perspectives*. Baccalaureate Program Directors 15th Annual Conference, Philadelphia, PA.
- Morrow, D.F. (1997). *The Relationship of Coming Out to the Cass Model of Gay/Lesbian Identity Development*. Alliance Organization Conference on Coming Out. Warren Wilson College, Asheville, NC.
- Morrow, D.F., & Tack, F.E. (1997). *Diversity in the Helping Professions: Working with Gay and Lesbian Families*. Asheville-Buncombe Technical and Community College, Asheville, NC.
- Morrow, D.F. (1997). *One in ten of my clients: Psychosocial issues in coming out*. University of North Carolina at Chapel Hill School of Social Work Conference on Working with Sexual Minorities. Chapel Hill, NC.
- Morrow, D.F. (1996). *Gay and lesbian adolescents: Psychosocial concerns in group home settings*. Caring for Children, Inc., Asheville, NC.
- Morrow, D.F. (1996). *Working with lesbian and gay adolescents: Considerations in coming out*. National Assoc. of Peer

Group Agencies 22nd Annual Conference, Asheville, NC.

Morrow, D.F. (1996). *Gatekeeping in social work education: The field instructor's responsibility*. N.C. State University Field Instructors Symposium, Raleigh, NC.

Morrow, D.F. (1996). *Cultural diversity: Human relations training for police officers*. The Mediation Center, Asheville, NC.

Morrow, D.F. (1995). *Coming out issues for gay/lesbian/bisexual social work students: Program and faculty supports*. Baccalaureate Program Directors 13th Annual Conference, Nashville, TN.

Morrow, D.F. (1995). *Pondering the closet door: Issues in coming out*. North Carolina Gay/Lesbian/Bisexual State Conference, Durham, NC.

Morrow, D.F. (1994). *Heterosexism: Hidden discrimination in social work education*. Baccalaureate Program Directors Conference 12th Annual Conference, San Francisco, CA.

Morrow, D.F. (1994). *In or out of the closet? Coming out issues confronting lesbian and gay adolescents*. North Carolina NASW Annual Conference, Charlotte, NC.

Morrow, D.F. (1994). *Principles for effective living: Beyond stress and time management*. Warren Wilson College Family Weekend. Asheville, NC.

Morrow, D.F. (1994). *Caring for ourselves by managing stress and time*. North Carolina Adult Day Care Association Biennial Conference. Asheville, NC.

Morrow, D.F. (1994). *The incredible journey: Moving from the gay nineties into the twenty-first century*. Metropolitan Community Church Anniversary Banquet. Asheville, NC.

Morrow, D.F. (1994). *Sexuality and spirituality*. Panel presentation at the Asheville Religious Network for Gay and Lesbian Equality annual symposium. Asheville, NC.

Morrow, D.F. (1993). *Living diverse sexual orientations in the dominant hetero culture*. Panel presentation on issues related to diverse sexual orientations on college campuses. Warren Wilson College, Asheville, NC.

Morrow, D.F. (1993). *Discovering self: Finding voice: Coming out and its impact on lesbian identity*. N.C. State University Women's Center, Raleigh, NC.

Morrow, D.F., (1992). *Coming Out Issues Group*. Facilitated an educative/experiential group for lesbian women exploring issues related to coming out. This intervention program was designed to facilitate lesbian identity development. Related to dissertation research, Women's Center, Raleigh, NC.

Morrow, D.F. (1992). *Self-Esteem: How to develop it and keep it*. Meredith College, Raleigh, NC.

Morrow, D.F. (1992). *Listening: The art of helping*. Meeting of the Parents and Friends of Lesbians and Gays, Raleigh, NC.

Morrow, D.F. (1992). *Understanding lesbian & gay clients*. Raleigh Women's Center, Raleigh, NC.

Morrow, D.F. (1992). *Peer counseling with lesbian women*. Raleigh Women's Center, Raleigh, NC.

Morrow, D.F. (1991). *Social work with lesbian and gay clients*. Meredith College, Raleigh, NC.

Morrow, D.F. (1989). *Group therapy dynamics*. Wilson Technical Community College, Wilson, NC.

Morrow, D.F. (1987-1988) *Counseling techniques for working with cognitively-intact elderly clients*. A seminar series developed for the Mars Hill College Gerontology Center, NC & SC.

Morrow, D.F. (1987). *Group therapy skills in a psychiatric setting*. Atlantic Christian College, Wilson, NC.

Morrow, D.F. (1979-1983). *Prepared and presented numerous workshops on various aging-related topics to nursing home personnel while employed as a consultant with Unifour Medical Management, NC, SC, & PA.*

## CONSULTATION

Site Reviewer. Tennessee Higher Education Commission. External reviewer for proposed MSSW program at the University of Tennessee at Martin (2024)

WV-DHHR Child Protective Services, State-wide consultation meeting regarding CPS workforce needs and work culture enhancement for DHHR agencies in West Virginia (2023)

WV Higher Education Policy Commission and Sisters of St. Joseph Foundation. State-wide consultation meeting regarding behavioral health workforce development in West Virginia (2023)

City of Morgantown, Responding to the Needs of Unhoused People (2022)

Association of Social Work Boards, Co-facilitator, Path to Licensure Scholars Program (2017)

Consulting Reviewer for the journal, *Journal of Lesbian Studies* (2013-present)

Consulting Reviewer for the journal, *Social Work in Mental Health* (2016)

Implementing EPAS across the BSW and MSW curricula. Consultation to UNC Charlotte social work administrative faculty by Winthrop University administrative team. (2012)

Consulting Reviewer for the book, *Clinical Social Work Video Cases and Workbook*. Cengage. (2011)

Consultation with Carolinas Health Care System, Social Work Career Committee on NC licensure requirements for clinical social work practice in hospitals and health care facilities. (January 2, 2009).

Consulting Reviewer for the journal, *Families in Society*. (2004-present).

Member, Editorial Board for the *Journal of Gay and Lesbian Social Services*. (2007-present)

Consulting Reviewer for the book prospectus, *Counseling in Challenging Contexts*, for Brooks/Cole Cengage Learning (2008).

Consulting Reviewer, *The Clinical Supervisor: A Journal of Interdisciplinary Research, Theory, and Practice* (2008).

Member, Editorial Review Board, *Journal of Gay and Lesbian Social Services* (2006-present).

Consulting Reviewer for the book, *Caregiving with Pride*, by K. I. Fredriksen-Goldsen (Ed.) (2007).

Consulting Reviewer for the book proposal, *Social work with lesbian, gay, bisexual, and transgender aging*, by S.C. Anderson. New York: Columbia University Press. (2006).

Consulting Reviewer for the *Journal of Adolescence* (2005).

Consulting Reviewer for *A Guide to Crisis Intervention* (2<sup>nd</sup> ed.) by K. Kanel. Monterey, CA: Brooks/Cole. (2005).

Consulting Reviewer for the *Journal of Social Work* (2005).

Consulting Reviewer for *Lives of Lesbian Elders: Looking Back, Looking Forward* (2005), by D. Merilee Clunis, L. I. Fredriksen-Goldsen, P.A. Freeman, and N. M. Nystrom. Binghamton, NY: Haworth Press.

Consultant/Trainer for Mecklenburg County Area Mental Health and Department of Social Services (2004). Developed and trained line staff workers and supervisors on topics of a) therapeutic interviewing skills; b) DSM diagnoses; and, c) the NASW Code of ethics.

Consulting Reviewer for *Gay and Lesbian Rights Organizing* (2004), by Yolanda C. Padilla (Ed.). New York: Harrington Park Press.

Consulting Reviewer for *Multidimensional Practice: Diversity in Context* (2004), by K. L. Guadalupe & D. Lum. Monterey, CA: Brooks/Cole.

Consultant to Christian F. Mauro, PhD, Clinical Psychologist, Duke Child and Family Study Center, Durham, NC regarding a transgender case (2003).

Consultant/Trainer to the Women's Commission of Mecklenburg County, Domestic Violence Section on the development of support services for survivors of same-sex domestic violence. Charlotte, NC (2002).

Consultant to Metrolina AIDS Project, Charlotte, NC. Employee-Employer mediation. (2001).

Member, Editorial Review Board and Contributor to the *Social Work Dictionary* (4th ed). (1998). Annapolis, MD: NASW Press.

## AWARDS/HONORS

- Samuel A. Hickman NASW WV Champion Award, NASW-WV (2025)
- Endowed Professorship: Eberly Family Professor for Outstanding Public Service (2023)
- WVU Eberly College of Arts and Sciences Outstanding Public Service Award (2023)
- WVU Center for Community Engagement Excellence in Community Engagement Award (2023)
- National Appointment to the Council on Social Work Education Board of Accreditation, (2016-2023); Elected Chair (2019-2023).
- National Appointment to Commission on Educational Policy, Council on Social Work Education (2019-2022).
- Professor and Department Chair Emeriti, Winthrop University, Rock Hill, SC, 2017.
- Gale DiGiorgio Award (2013), In recognition of "outstanding leadership contributions to the Winthrop community," Winthrop University, Rock Hill, SC.
- Outstanding Veteran Mentor Award (2000), Ronald E. McNair Scholars Program, UNC Charlotte, Charlotte, NC
- Rookie Mentor Award (1999), Ronald E. McNair Scholars Program, UNC Charlotte, Charlotte, NC.
- Teaching Excellence (Professor of the Year) Award (1995), Warren Wilson College, Asheville, NC.
- Top Graduate Award; Graduation with Honors; Class President, Northeast Georgia Police Academy, Athens, GA.
- Phi Kappa Phi, The University of Georgia, Athens, GA.
- National appointment to the Council on Social Work Education Committee on Sexual Orientation and Gender Expression (2000-2006)

- Gubernatorial appointment to the North Carolina Social Work Certification and Licensure Board (2005-2011)

## SERVICE

- Member, Morgantown Community Resources Board of Directors, Morgantown, WV (2023-present)
- Member, CSWE Council on Leadership Development (2023-2026)
- Member, Board of Directors, Fairness West Virginia (2023-2024)
- Member, Advisory Council, Hazel's House of Hope, Morgantown, WV (2022-present)
- Co-Chair, CSWE National Search for President/CEO, Council on Social Work Education, Alexandria, VA, 2022
- Member, WV Board of Social Work Examiners ASWB Data Work Group (2022)
- President, Board of Directors, Hope Hill Sobering Center, Morgantown, WV (2021-2024)
- Chair, Eberly College Ad Hoc Committee on Instructor Promotion, WVU (2021-2022)
- WVU Police Department Advisory Committee, Member (2021-present)
- Eberly College Ad Hoc Committee on Promotion of Instructors, Chair (2022)
- Member Review Committee, Eberly College Racial Justice Grants (2020-2021)
- Board of Directors, CSWE. (2019-2023)
- Co-chair, CSWE EPAS 2022 Joint Committee (2019-2022)
- CSWE Task Force on Anti-racism (2020-2021)
- Chair, CSWE Commission on Accreditation (2016-2023); Commission Chair (2019-2023)
- Member, CSWE Commission on Educational Policy (2019-2020)
- Public Testimony, State House of Delegates Subcommittee on HB 4390 social work licensure change proposal (2018)
- Member Political Action Committee, National Association of Social Workers South Carolina Chapter (2013-present)
- Member and President, Mecklenburg County Health Department, Community Alternatives Program Advisory Committee, Charlotte, NC (2007-present; Vice-President, 2010-2011; President, 2012-present)
- Member & Chair (Gubernatorial appointment), NC Social Work Certification and Licensure Board, Asheboro, NC (2005 – 2011; Chair, 2008-2011)
- Certified Site Visitor, Council on Social Work Education (1996-present)
- Two-Term Member (Appointment by CSWE President), Council on Social Work Education's Council on Sexual Orientation and Gender Expression (2001-2007)
- Member and Vice-President, Board of Directors, Catawba Care Coalition, Rock Hill, SC. (2006 – 2008).
- Member (Appointed by the Mecklenburg County Commission), Mecklenburg County Nursing Home Community Advisory Committee, Charlotte, NC (2006 – 2008).
- Consultant to A Place for Hope, Inc., Rock Hill, SC, re: development of a social work position description (2007)
- Consultant/Training Services to Mecklenburg County Area Mental Health and Mecklenburg County Department of Social Services (2005)
- Training Services to Charlotte Emergency Housing (2001-2003)
- Training Services to Mecklenburg County Health Department (2003)
- Consultant to Time Out Youth of Charlotte for Program Services (2001)
- Member, Board of Directors, Gay and Lesbian Switchboard of Charlotte (Member, Executive Committee) (1998-1999)
- Member, Board of Directors, Metrolina AIDS Project (2000-2002)
- Common Threads Task Force, Mecklenburg Ministries (2000-2001)
- Community Study Committee for Exploration of a Gay/Lesbian Community Center, Charlotte, NC
- OutCharlotte Leadership Forum (2000-2001)
- Room in the Inn Program for Homeless People, Charlotte Center for Urban Ministry (1999)

## PROFESSIONAL MEMBERSHIPS

- National Association of Social Workers
- National Association of Social Workers, West Virginia Chapter
- Council on Social Work Education
- National Association of Social Work Deans and Directors
- The Honor Society of Phi Kappa Phi

## **PROFESSIONAL LICENSURE/CERTIFICATION**

- Licensed Independent Clinical Social Worker – West Virginia #DP00945087 – 2017 – present.
- Licensed Clinical Social Worker - North Carolina #C000498, 1987 – 2021.
- Licensed Independent Social Worker – Clinical Practice – South Carolina #9824, 2011 – 2024.
- Licensed Professional Counselor - North Carolina #697, 1993-2019.
- Academy of Certified Social Workers – National Association of Social Workers, 1989 – present.

## **PROFESSIONAL SOCIAL WORK PRACTICE EXPERIENCE**

**PRIVATE CLINICAL PRACTICE**, Clinical Social Worker/Counselor. 1990-1998.  
Raleigh, North Carolina (1990-1993)  
Asheville, North Carolina (1993-1998)

**WILSON PSYCHIATRIC CENTER**, Clinical Social Worker. 1986-1990.  
Wilson, North Carolina.

**HILLHAVEN CORPORATION**. Social Work Consultant. 1987-1990  
Guardian Care of Rocky Mount (1987-1990)

**VETERANS ADMINISTRATION HOSPITAL**, Asheville, North Carolina. 1986.  
Clinical Social Work Intern  
Rotations on Psychiatric, Substance Abuse, Cancer, General Medical, & Geriatric units.

**UNIVERSITY OF GEORGIA PUBLIC SAFETY DEPARTMENT**. 1985-1986.  
Police Officer  
Worked as a police officer while completing graduate school at the University of Georgia.  
Top Graduating Officer in Class and Class President of the Northeast Georgia Police Academy:

**UNIFOUR MEDICAL MANAGEMENT**. 1979 - 1983.  
Corporate Patient Activities and Social Work Consultant (1982-1983)  
Corporate Office, Hickory, North Carolina.

Director Social Work and Activities Department (1981-1983).  
Brian Center of Brevard, North Carolina.

Social Worker (1980-1981).  
Brian Center of Mooresville, North Carolina.

Activities Director (1979-1980).  
Brian Center of Mooresville, North Carolina.