

AMY COHEN-CALLOW, PhD, MSSW

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EDUCATION

- | | |
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| 2008 | Ph.D.
University of Maryland Baltimore, School of Social Work
Dissertation: <i>Factors Associated with Older Adult Volunteers' Organizational Withdrawal: Testing a Model of Volunteer Behavior</i> |
| 1994 | M.S.S.W
Columbia University, School of Social Work
Concentration: Administration – Aging |
| 1991 | B.A.
Brandeis University
Major: Psychology |

AWARDS

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| 2006-2008 | John A. Hartford Fellowship |
| 2005-2005 | University of Maryland, Graduate School Merit Award |
| Spring 2004 | UMBC/UMB 26 th Annual Graduate Research Conference, 3 rd place in Social Work Division |
| 1991-1992 | Thomas J. Watson Fellowship |

RESEARCH/TEACHING INTERESTS

- **Social Work Administration**
 - ✓ Organizational development
 - ✓ Workforce development
 - ✓ Program management
 - ✓ Volunteer management
- **Population of Interest**
 - ✓ Older Adults

RESEARCH EXPERIENCE

2008-Present

CO-RESEARCHER (PI: Casado, B.)

Evaluation of Neighborhood for All Ages

University-community partnership with Edds Consulting to provide evaluation of ABAG funded community based project targeted to older adult homeowners. Develop and conduct formative evaluation and final outcome evaluation to determine change in neighborhood sustainability as a result of community intervention with older adults. (Association of Baltimore Area Grantmakers, \$52,400, funded for two years.)

2005-Present

PRINCIPAL INVESTIGATOR

Factors Associated with Older Adult Volunteers' Organizational Withdrawal: Testing a Model of Volunteer Behavior

Developed research model, designed survey to assess individual, organizational, and environmental factors related to older adult volunteer organizational withdrawal behaviors. Collected and currently analyzing data. (John A. Hartford Doctoral Fellowship, \$70,000, funded two years)

2006-2007

GRADUATE RESEARCH ASSISTANT

(PI: Hopkins, K.)

Maryland Child Welfare Workforce Recruitment, Selection, and Retention Study

Collaborated with research team to develop research model, design Web-based survey to assess individual, organizational, and environmental factors related to worker organizational withdrawal behaviors, search behaviors and turnover. Collaborated with research team to create focus group and exit interview schedules to gather qualitative data on hiring and selection practices, as well as organizational and environmental factors related to worker retention. Facilitated focus groups consisting of line staff and line supervisors. Identified research questions and created data analysis plan. Assisted with data analysis and preparation of final report detailing findings and proposed recommendations for change. (State of Maryland, \$475,000, funded one year)

2006 - Present

CO-INVESTIGATOR (PI: Smith, C.A.)

Effect of Social Work Mediated Occupational Therapy Intervention for Disabled Elders in the Community

Assisted with the development of proposed study including the self-administered survey to examine cost-effectiveness of occupational therapy intervention with disabled seniors compared to standard treatment (i.e. personal care services). Currently awaiting

implementation. (County funds in the amount of \$140,000 per year to support occupational therapist)

2005-2006

CO-INVESTIGATOR (PI: Smith, C.A.)

Pre-Post Study of Master of Social Work Student's Attitudes and Aptitude for Utilizing Research in Social Work Practice

Assisted with the development and implementation of study. (Article published.)

**2005-2006 &
2002-2003**

GRADUATE RESEARCH ASSISTANT

(PI: Hopkins, K. & Hyde, C.)

Evaluation of the Nonprofit Grassroots Mentoring Project

Compiled data from community based agency. Performed data analysis. (Article published)

2002-2003

CO-INVESTIGATOR (PI: Cornelius, L., & Harrington, D.)

Social Workers' Application of Continuing Education Knowledge

Collaborated with research team to identify research topic, develop survey and administer to a national population of social workers. Identified research questions, analyzed data. (Three articles published)

2001-2002

GRADUATE RESEARCH ASSISTANT

(PI: Palley, H.)

Differences in Access and Quality of Care between Private for Profit and Private Not-for-Profit Managed Care

Conducted extensive literature review and completed preliminary analysis of findings related to access and quality of care vis-à-vis private for-profit and private not-for profit managed care.

1991-1992

PRINCIPAL INVESTIGATOR

How the Elderly Access and Accept Assistive Devices in Great Britain

Conducted field research investigating older adult's use of assistive devices. Gathered information from formal service providers and elderly. Drafted final report. (Thomas J. Watson Foundation, \$13,000, funded one year)

TEACHING EXPERIENCE

Fall 2004–Present

FACULTY/TEACHING FELLOW/ADJUNCT FACULTY

University of Maryland Baltimore, School of Social Work

Courses: Social Work Research (in-class and online), Program Management, Human Resource Management

2005 – Spring 2008

FIELD LIAISON

University of Maryland, School of Social Work

June 2006

TRAINER

University of Maryland, School of Social Work Continuing Professional Education
Workshop: Volunteer Management

2005–2006

ADJUNCT FACULTY

Towson University, Family Studies Department
Courses: Research and Writing in Family Studies

Spring 2004

TEACHING ASSISTANT

University of Maryland Baltimore, School of Social Work
Courses: Human Resource Management

2000-2001

NATIONAL TRAINING CONSULTANT

CHP International, Inc.
Workshops: Outcomes Measurement, Community Collaboration, Older Adult Volunteer Management (i.e. Recruitment, Selection, Volunteer Job Development, Placement, Supervision, Motivation, Recognition, etc.)

PUBLICATIONS

Refereed Journals

Smith, C.A., Cohen-Callow, A., Harnek Hall, D. M. & Hayward, R.A. (2007). Do research courses give students the skills to critically appraise empirical evidence? *Journal of Social Work Education*, 43, 481-495.

Smith, C.A., Cohen-Callow, A., Dia, D., Gantt, A., Cornelius, L., & Harrington, D. (2006). Staying current in a changing profession: Evaluating perceived change resulting from continuing professional education. *Journal of Social Work Education*, 42, 465-482.

Bush, H.T., Hopkins, K., Hyde, C.A., Cohen-Callow, A., Fisher, E., & Miller, S. (2005). Merging organizational development and social work practice to mentor organizations to stability and sustainability: The resource mentoring program. *International Journal of Continuing Education in Social Work*, 8, 40-49.

Dia, D., Smith, C.A., Cohen-Callow, A., & Bliss, D.L. (2005). Education participation scale-modified: Evaluation of a measure of continuing education. *Research on Social Work Practice*, 15, 213-222.

Bliss, D.L., Smith, C.A., Cohen-Callow, A., & Dia, D.A. (2004). Social workers' perceptions of how participation in continuing education activities leads to changes in knowledge,

attitudes, and behaviors. *Professional Development: The International Journal of Continuing Social Work Education*, 7, 27-35.

Cohen-Callow, A. (1998). Making magic by maximizing the potential of older volunteers: The transferable skills approach utilized by RSVP in New York City. *The Journal of Volunteer Administration*, 4, 14-20.

Reports

Hopkins, K., Cohen-Callow, A., Salliey, A., Barnes, G., Golden, G. & Morton, C. (2007). *Maryland Child Welfare Workforce Recruitment, Selection and Retention Study. Final Report*. University of Maryland, Baltimore.

Book Chapters

Zuravin, S.J., Bliss, D.L., & Cohen-Callow, A. (2005). Maternal depression and adverse parenting. In K.A. Kendall-Tackett and S.M. Giacomoni (Eds.). *Child Victimization: Maltreatment, Bullying and Dating Violence, Prevention and Intervention*, (pp. 10-1 – 10-19). Kingston, NJ: Civic Research Institute.

Book Reviews

Cohen-Callow, A. (2005). Review of Mellor, J.M. & Ivry, J. (ed.) (2002). *Advancing Gerontological Social Work Education*, Binghamton, NY: The Haworth Social Work Press. *Activities, Adaptation & Aging*, 29, 75-76.

Invited Articles

Cohen-Callow, A. (2007, December). Alert! Volunteering Probably Touches Your Life. *Aging Times*, 3(3). Retrieved December 13, 2007, from http://depts.washington.edu/geroctr/AT/3_3/cohencallow.html

Reprints

Zuravin, S.J., Bliss, D.L., Cohen-Callow, A. (in press). Maternal depression and adverse parenting (reprint). *Family and Intimate Partner Violence Quarterly*.

PRESENTATIONS

Conference Presentations

Hopkins, K., Cohen-Callow, A., Kim, Hae-Jung (accepted). Beyond Intent to Leave: Using Multiple Measures for Assessing Child Welfare Worker Retention Problems. Paper presentation for the 2008 ARNOVA Conference.

Cohen-Callow, A. (accepted). *Preparing Social Work Managers to Work with Older Adult Volunteers*. Poster presentation for the 54th Annual Conference in Social Work Education Meeting “Social Work Policy and Practice: Linking Theory Methods and Skills.”

- Cohen-Callow, A. (2007, November). *Organizational Withdrawal as a Measure of Volunteer Engagement Among Older Adults*. Presented at the 60th Gerontological Society of America Annual Scientific Meeting “The Era of Global Aging: Challenges and Opportunities.”
- Smith, C.A., & Cohen-Callow, A. (2006, February). *Do Research Courses Give Students the Skills to Critically Appraise Empirical Evidence?* Presented at the annual 52nd Annual Council on Social Work Education Conference, Chicago, Illinois
- Cohen-Callow, A., Smith, C.A., & Dia, D.A. (2005, February). *Factors associated with perceived change in practice due to continuing professional education*. Presented at the 51st Annual Council on Social Work Education Conference. New York, New York.
- Cohen-Callow, A. & Hopkins, K. (2005, January). *Unlocking social worker stress: The relationship between supervisor emotional support and stress on the job*. Presented at the annual Society for Social Work and Research Conference. Miami, Florida.
- Dia, D., Smith, C.A., Cohen-Callow, A., & Bliss, D.L. (2005, January). *Education Participation Scale – Modified: A confirmatory factor analysis in a sample of licensed social workers*. Poster presentation at the annual Society for Social Work and Research Conference. Miami, Florida.
- Cohen-Callow, A. & Hopkins, K. (2004, April). *Unlocking social worker stress: The relationship between supervisor support and stress on the job*. Presented at 26th Annual Graduate Research Conference. University of Maryland, Baltimore County.

WORK EXPERIENCE

1995-2000

PROJECT DIRECTOR

Community Service Society Retired and Senior Volunteer Program
New York, New York
Provided management of and oversight for Retired and Senior Volunteer Program’s projects and staff. Developed, implemented and managed pilot programs. Developed outcomes evaluation and provided training to internal staff and external human service staff. Supervised and trained staff on program development and management issues. Developed training materials. Prepared private and public grant proposals. Oversaw city, state and federal funded programs. Marketed program activities. Planned and executed special events.

1994-1995

MANAGEMENT COORDINATOR

Community Service Society Retired and Senior Volunteer Program
New York, New York
Coordinated management activities for the Tax Counseling for Elderly Program. Conducted volunteer management trainings.

Published program newsletter distributed to 10,000 volunteers and human service staff.

5/94-8/94

PROJECT COORDINATOR

Community Service Society Retired and Senior Volunteer Program

New York, New York

Implemented and monitored eight week “Senior Summer of Safety Program” in compliance with national grant award.

MEMBERSHIP

Association for Community Organization and Social Administration

Association for Research and Nonprofit and Voluntary Association

Council on Social Work Education

Society for Social Work and Research Conference

Gerontological Society of America

The Association for Gerontology Education in Social Work

Society for Industrial and Organizational Psychology, Inc.

ACADEMIC/COMMUNITY SERVICE

Reviewer, Gerontological Society of America’s 2008 Scientific Conference (2008)

Reviewer, Nonprofit and Voluntary Sector Quarterly (2007 – present)

Volunteer Trainer, Volunteer Center for Anne Arundel County (2006)

New Student Mentor, University of Maryland School of Social Work (2003-2004)

Volunteer Trainer, Maryland Association of Nonprofit Organizations (2001)

Volunteer Trainer, Support Center of Washington D.C. (2001)