

CURRICULUM VITA

NANCY L. PAYNE

EDUCATION

MASTER OF SOCIAL WORK MSW, University of Alabama, 1978

BACHELOR OF SCIENCE IN SOCIAL WELFARE (BSSW)

University of Alabama, 1977

POST-GRADUATE DIPLOMA, Ecumenical Ministries and Peacekeeping, Trinity
College University of Ireland, 1987

PROFESSIONAL CREDENTIALS

Licensed Independent Clinical Social Worker (L.I.C.S.W.), State of Alabama, 1983 to
present

Academy of Certified Social Workers (A.C.S.W.), 1985 to present

Private Independent Practitioner (P.I.P.), State of Alabama, 1989 to present

Diplomat in Clinical Social Work, (B.C.D.), 1987-2015

Certified Prevention Manager, Alabama Alcohol and Drug Abuse Association, 1985-
2010

HONORS, AWARDS, CERTIFICATIONS, AND MEMBERSHIPS

Innovative Spark Scholar Award, 2019

University of Alabama College of Continuing Studies

Innovative Scholar Award, 2018

University of Alabama College of Continuing Studies, 2018

UA Faculty Fellow in Service Learning 2010-2011

National Association of Social Workers 1977 to present

Phi Alpha Social Work Honor Society, Psi Chapter 1976 to present

World Council of Churches, Recognition of Meritorious Service, 1977 and 1998

Outstanding Service Award, 1997

Southeastern Drug Free Safe Communities Program Coordinator, 1996-2001

AIDS Care Team Coordinator, 1995-1999

PROFESSIONAL EXPERIENCE

UNIVERSITY OF ALABAMA, SCHOOL OF SOCIAL WORK

Tuscaloosa, AL

Instructor, June 2007 – present Full-time Instructor in social work. Primary teaching areas include social work practice, family and child welfare, mental health issues with children and adolescents, crisis intervention, family preservation, spirituality in social work practice, social work practice with groups, psychopathology, chronic illnesses and

related health care issues and invisible illnesses. Philosophy in teaching includes the infusion of the strengths-based perspective in all areas of social work practice. Also involved in online course development and with the development of practice skills labs for distance learning students.

Member of multiple SSW and University-wide committees. Serve as an academic advisor for undergraduate and graduate students.
Former Faculty Advisor for Christian's in Social Work Student Organization, Graduate Social Work Student Organization and the UA chapter of International Justice Mission.

Private Practice, PRN Therapist, January 2015 to present

Work as primary therapist on an as needed basis, primarily with adolescents, in intensive outpatient program for teens with substance abuse problems. Includes leading group therapy, individual and family therapy, treatment planning and other forms of service delivery to young people and their families. Work includes serving on an interdisciplinary team of professionals to provide comprehensive services to specific population.

Assistant Adjunct Clinical Professor, Department of Psychiatry, College of Community Health Sciences, July 2008 to August 2013

Worked as a clinical social worker as part of a multi-disciplinary team. Direct service counseling provided children, adolescent and their families. Included supervision of undergraduate and graduate social work students providing social work groups for children and adolescents.

Coordinator of Part-time and Distance Education / Instructor October 2001- May 2007

Work included oversight of distance education and part-time education at the MSW level at the university. Program development and recruitment included responsibilities. Taught in Children, Youth, and Families Concentration in practice and human behavior coursework. Advised students in weekend and distant site programs to include field liaison and supervision. Additional responsibilities include providing continuing education and in the area of family and child welfare. Served on the Children, Youth and Families Concentration Committee, Continuing Education Committee, MSW Program Committee and the Field Advisory Committee. Worked on Alabama-Mississippi Child Protective Services Supervisors Demonstration Project. This project was a collaborative effort between University of Alabama and University of Mississippi and public child welfare agencies in each state. Included development and delivery of curricula in an interactive format to child welfare supervisors in Alabama and Mississippi. Project was a subcontract from University of Kentucky, Southern Region Quality Improvement Center funded by the Department of Health and Human Services, Children's Bureau.

Program Specialist July 2001 to October 2001 Worked with the Youth Services Institute at the School of Social Work. Duties included planning and program development within the Accountability-Based Juvenile Sex Offenders Treatment program. Job duties also

to include direct clinical fieldwork in the after-care program of this Federal grant-based program.

SOCIAL WORK CONSULTATION SERVICES, Alabama
June 1997 to December 2001

Social Work Consultant and Clinician

Private practice clinical social work services to children and adolescents by contract. Included direct counseling with youth in a residential setting on weekly basis. Provision of individual and group counseling and consultation with program staff. Provision of social work consultation services at several non-profit agencies providing casework consultation, paperwork documentation, and fiscal management. Responsibilities included quality assurance and risk management reviews, consultation regarding program development and organizational structure. Additional work in the areas of development of record keeping procedures to insure contract compliance and to maximize Medicaid resources; staff training regarding treatment planning, program standards, protocol, and documentation. Trained in Group Preparation and Selection for therapeutic foster care program. Duties also included functions of interim clinical director of residential treatment program and acting director of therapeutic foster care program. Program consultant with the Peers for Life Program with middle school and high school youth. Provided training for youth in areas of peer support, peer mediation, and conflict resolution.

NEW WOMAN ADOPTION AGENCY, Birmingham, AL
June 1997 to December 1997

Executive Director

Functioned as director of a small, private adoption agency specializing in the placement of newborn babies for adoption. Included service provision to pregnant mothers, fathers, and their families; preparation of home studies for prospective adoptive families; met legal requirements for both in-state and out-of-state adoptions; matched, placed and supervised children in adoptive homes; licensed temporary foster homes; and worked towards assurance of program compliance as a licensed Child Placing Agency.

FAMILY AND CHILD SERVICES, Birmingham, AL
December 1985 to June 1997

Director of Administrative Operations October 1996 to June 1997, Responsibilities included quality assurance programs, accreditation and contract compliance; risk management; and supervision of human resources and facilities management.

Director of Quality Assurance, June 1995 to September 1996, Directed Agency wide continuous quality assurance program including satisfaction surveys, peer review processes, administrative record reviews, outcome measurements, and Medicaid and third-party insurance documentation and compliance tracking.

Program Supervisor, Therapeutic Foster Care, October 1989 to September 1996. Supervision in development and implementation phases of therapeutic foster care program. Multi-disciplinary team approach to this community-based treatment program for severely disturbed children and adolescents. Included intensive work with birth families and community resources; recruitment, licensing, training, and retention of family families; and the development of program policies and standards on local and State level. Supervised professional staff of twenty and eighty professional foster parents. Participated in individualized treatment planning, implementation, and tracking.

Program Supervisor, Family Life Education / Outreach Programs, July 1986 to October 1996. Worked in community-based prevention and outreach programs. Developed and implemented a variety of family strengthening and family preservation programs ranging from community and home-based parent education to intensive wraparound services. Also, developed, implemented, and supervised a wide range of psycho-educational prevention programs, in communities and schools, focusing on alcohol and drug abuse prevention, child abuse prevention, and violence reduction.

Clinical Social Worker, December 1985 to February 1997. Provided outpatient counseling services in family services setting; included provision of individual, group, and family counseling with wide range of clients. Specific emphasis on domestic violence and sexual trauma of children and play therapy. Designed and implemented group therapy programs for latency aged sexually children and for non-offending parents of abused children. Also, co-led an adult survivor of incest therapy group and provided individual therapy to adults. Maintained a direct service counseling caseload through twelve-year tenure with Agency. Responsibilities also included child abuse prevention and awareness through presentations in the community on the behalf of Agency and United Way.

STATE OF ALABAMA, JEFFERSON COUNTY DEPARTMENT OF HUMAN RESOURCES, Birmingham, AL

May 1978 to December 1985

Social Worker, Child Welfare Worker. Worked in public welfare Agency in child welfare in the areas of protective services, foster care, and permanency planning units. Included work with abused and neglected children, birth families, foster and adoptive families. Case management, resource development, participation in legal proceedings, and community liaison advocacy included in responsibilities.

RIDGECREST CHILDREN'S CENTER (currently Brewer-Porch Children's Center), Tuscaloosa, AL, January 1976 to August 1977.

Social Work Aide and Child Care Staff. Began work in undergraduate field placement internship at residential treatment center for emotionally disturbed children. Worked as part of multi-disciplinary team. After field placement worked part-time with families of residents providing home-based services and supportive group sessions. Also worked as a relief childcare staff member in cottages with children.

UNIVERSITY OF ALABAMA, University, AL. June - August 1975-1977

Avanti Team Leader and Peer Counselor. Worked with University of Alabama New Student Orientation Program during Summer Session. Led small groups of prospective students, assisted in test and interest inventory interpretation, and helped orient students to campus. In last year served as the Student Team Leader for the program.

WORLD COUNCIL OF CHURCHES, New York, New York June 1973 - May 1975 and June 1997-July 2001 (part time)

United Methodist Church Division of Global Ministries Worked as a consultant and children's peacekeeping team member. Served as "artist in residence" at United Nation's Children's International Peace camps in Ireland and Northern Ireland. Consultation work in human trafficking.

RELEVANT VOLUNTEER EXPERIENCE

Chair of Board of Directors, East Tuscaloosa Community Soup Bowl

Local Lay Leader and Speaker, United Methodist Church

AIDS Care Team Leader, Vestavia Hills United Methodist Church

Volunteer, Birmingham AIDS Outreach

Advisory Board Member, Southeastern Regional Drug Free and Safe School and Communities Program

National Planning Committee Member, Therapeutic Foster Care Network

Volunteer, National Multiple Sclerosis Society, Alabama / Mississippi Chapter,

Advisory Council, Advocate Web Task-Group for the Prevention and Intervention of Professional Exploitation

Volunteer, International Justice Mission and Team Leader, Blood Water Mission

PROFESSIONAL PRESENTATIONS 2018

Payne, N. L. "The Invisible Ones: How to recognize the needs of clients with disabling, invisible health and mental health needs?" Joint World Social Work, Education and Social Development Conference,

Social Work, Education and Social Development, Royal Social Work Society, Dublin, Ireland. July 2018.

Payne, N.L. "The role of faith in social work education and the impact of religious persecution". Decisions, Assessment, Risk & Evidence in Social Work 5th International Symposium, Templepatrick, Northern IE, July 2018

Payne, N. L., "Invisible Student Needs: How to advocate for students with unique needs in online social work education"

Social Work Distance Education Conference, San Antonia, TX. April 2018.

Payne, N.L. "Invisible Disability Workshop, University of Alabama, UA, College of Continuing Studies, November 2018.

Payne, N.L. Third Annual Neurological Conference, "Living with Multiple Sclerosis: Never Give Up" Tanner Foundation for Neurological Recovery, Birmingham, AL October 2018

SELECTED PROFESSIONAL PRESENTATIONS

Alabama AIDS Symposium
Alabama Conference on Social Work
Alabama Conference on Child Welfare
Alabama Conference on Child Abuse and Neglect
Alabama Governor's Conference on Addiction and Recovery
Alabama Governor's Conference on Child Abuse
Alabama Peer Helpers Association Annual Conference
America's Runaway Children and Youth Annual Conference
Alabama School for Alcohol and Drug Abuse Studies
Auburn University Conference on Ritual Abuse
Child Welfare League of America
National Association for Christians in Social Work
National Association of Social Workers, Annual Meetings
National Association of Social Workers, Alabama Conference
National Coalitions for Christian's and Jews, Alabama Chapter Annual Meeting
National Multiple Sclerosis Society, Alabama / Mississippi Chapter
North American Society for Spirituality and Social Work
Southeastern Regional Conference for Drug Free and Safe Schools
United Nations, World Council of Churches, Peacekeepers Summit on Conflict Resolution
United Nations, World Council of Churches, Peacekeepers Summit on Global Healthcare
United Nations, World Council of Churches, Peacekeepers Summit on Human Trafficking
University of Alabama, School of Social Work, Fall Conference
University of Alabama, Field Instructors Annual Workshop

SELECTED PROFESSIONAL PRESENTATION TOPICS

The Impact of the Prosperity Gospel on Social Services Delivery in African American Communities of Faith in North America
Keeping the Faith: Student Perceptions of Faith Acceptance at a Public University
Foundations of Faith: Spirituality as Strength for Families and Service Providers
A Social Work Strengths Perspective: Self-Care Management of Chronic Illnesses
Role of Spirituality in Chronic Disease Management
The Use of Faith and Spirituality in Burn Out Prevention
Faith: A Foundation for Casework Practice
Human Dignity and the Sexual Slave Industry: Am I My Sisters' Keeper?
Storytelling as a Healing Art: Narrative Therapy with Disenfranchised Youth

Child Sexual Abuse Indicators and Assessment
Highly Traumatized Pre-School Sexually Abused Children
Building Resiliency in Children and Youth
Support Groups for Non-offending Parents of Sexually Abused Children
A Parenting Program: At Last A Chance to Learn (For Mothers Labeled "Neglectful")
We Are All in This Together: Family Strengthening Programs
Wrap Around Services: A Continuum of Care
Bringing Churches and Communities Together: AIDS Care Teams
Prejudice Reduction Workshops
Crack Babies Begin School with ADHD
Conflict Resolution in Middle Schools
Good Touch / Bad Touch: Pre-school Abuse Prevention Programs
The Effects of Fostering on the Children of Foster Parents
Professional Ethics: Betrayed Boundaries
Blurred Boundaries in Home-Based Services to Families
Teamwork in High Impact Families
Picking Up the Pieces After A Child Death in Out of Home Care
Allegation of Abuse in Out of Home Care
Social Workers as Expert Witnesses in Child Abuse Cases
A Group Treatment Model for Latency Aged Sexually Abused Girls
The Dynamics of Sexual Abuse Treatment for Teenaged Males
From Caring to Counting: Documentation in Social Work