

CURRICULUM VITAE

Freddie L. Avant, Ph.D., LMSW-AP, ACSW, C-SSWS
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Education Jackson State University
Doctor of Philosophy in Social Work – Ph.D.
Concentration: Administration, Policy, and Planning

Dissertation Title: Leadership Styles as Predictors of Job Satisfaction and Organizational Commitment among Faculty in Social Work Education

Master of Social Work
University of Missouri-Columbia

Bachelor of Social Work
Lyon College, Batesville, AR

CERTIFIED Online Instructor: Stephen F. Austin State University, May, 2014

Academic Experience

September, 2007 to Present
2010-
Director/Associate Dean, School of Social Work, College of Liberal and Applied Arts, Stephen F. Austin State University.
Director, Rural Social Work Research and Development Center,
Snapshot of my administrative responsibilities:

- faculty recruitment, evaluation, and development
- curricula development
 - academic planning and program development
 - assessment, program review and accreditation
 - faculty and student scholarship and research
 - innovation and excellence in teaching
 - programs for student recruitment, development, and retention
- academic enhancement activities for students
- a professional development program for faculty and staff
- research initiatives – developed Research Center
- strategic planning
- budget management and fundraising
- building manager
- represent the college and school in local, state, national and international communities.
- Served as MSW Director, September, 2008-09

September, 1996 to September 2007 BSW Program Director/Professor, Stephen F. Austin State University, Nacogdoches, Texas. Promoted to Full Professor, April, 2005. Administrative duties include: administration of departmental budget, hiring, supervision, and evaluation of departmental faculty and staff, teaching, administration of the BSW program, student services, research, program review, committee assignments, maintaining CSWE accreditation. Teaching areas: Social Policy, Social Work Practice, Field Instruction, Human Diversity, and Human Behavior.

Since 1987 the department has grown from a BSW program with two faculty and 120 majors to a combined BSW and MSW programs with fourteen faculty, over 200 undergraduate majors and 100 graduate students. The School is housed in a building (2002) financed with funds secured externally. The School also has one off site location for undergraduate courses. The BSW program and the MSW program are accredited by the Council on Social Work Education.

September, 1987 to August, 1996 Field Coordinator/Associate Professor of Social Work at Stephen F. Austin State University. Responsibilities include: developing and supervising students' field placements. Courses taught include Social Work Practice, Practicum Seminar and Correctional Counseling. Tenured May, 1992 and promoted to Associate Professor May 1993.

Professional Social Work Practice Experience

Independent Practitioner 1982-Present Provide an array of services including training, counseling, program evaluation, grant writing, professional supervision and research.

June, 2009 to September, 2009 Program monitor and evaluator for summer at-risk youth programs

June, 1996 to August, 2006 Medical Social Work Consultant, Woodland Medical Center Lufkin, Texas.

June, 1995 to September 1997 Social Worker, Columbia Nursing Home, San Augustine, Texas

May, 1984 to August, 1987 Social Work Supervisor at Lufkin State School, Lufkin, Texas. Responsibilities included: supervision of social work operation; directing and managing the provision of social services for 225 developmental disabled individuals

- August, 1984 to
June, 1993

Medical Social Work Consultant, Home Health Care, Memorial Medical Center, Lufkin, Texas

- May, 1982 to
January, 1984

Clinical Social Worker, Rusk State Hospital, Multiple Disabilities Unit, Rusk, Texas. Responsibilities included: individual and family Therapy; case work with families (family therapy, family meetings, home visits) and planning for clients; appointed Chairperson of Patient Abuse Committee for the Maximum Security Unit; responsible for planning and investigating patient abuse reports.

- January, 1984 to
May, 1984

Program Director and Social Worker on Skilled Training Unit, Rusk State Hospital, Rusk, Texas. Responsibilities included: directing treatment planning for unit population; individual and family therapy; liaison and consultant to the Multiple Disabilities Unit; responsible for social work services; responsible for overall operation of the Unit.

- February, 1984 to
December, 1987

Social Work Consultant for San Augustine Development Center, San Augustine, Texas. Responsibilities include: Screening clients for admission and providing on-going casework services to clients and their families; individual therapy with clients; liaison with Department of Human Resources and other community resources.

Professional Memberships

- Academy of Certified Social Work (ACSW), 1984-
- Licensed Social Worker, State of Texas (LMSW), 1982-
- Licensed for Advanced Practice (AP), 1990-
- Qualified Mental Retardation Professional (QMRP/IDD), 1981-
- Diplomat of Clinical Social Work, 1989-2000
- School Social Work Specialist, 1992-
- National Association of Social Workers (NASW), 1981-
- Council on Social Work Education (CSWE), 1987-
- Association of Baccalaureate Program Director (BPD), 1996-
- Texas Association of Deans and Director, 1996-
- Texas Council on Family Violence, 1988-91
- Council on Social Work Education Site Visitor, 1997-
- Society of Social Work Research, 2008-2018
- National Association of Social Work Deans and Directors, 2008-

Scholarly and Creative Activities:

Presentations (Papers)

The Invisible Helpers: Rural Social Workers in 1992. Presented with Michael Daley and Kathleen Belanger: Texas Chapter NASW Annual Conference., Houston, Texas, October, 1992.

Serving at Risk Minority youth in a Rural Community: Learning Independence Through Experience. Presented with Michael Daley and Kathleen Belanger: 1993 Child Welfare League of America Southern Region Training Conference, Little Rock, AR., May 1993.

Social Worker Bridging the Gaps: Creativity in Rural Practice. Presented with Michael Daley and Kathleen Belanger: 18th National Institute on Social Work and Human Services in Rural Areas, Oxford, GA., July, 1993.

Youth Violence: American's Worst Nightmare was presented at the National Institute for Social Work and Human Services in Rural Areas in Castleton, Vermont, July, 1994.

Alternatives to Crime for at Risk Teens in Rural Areas: An Early Identification and Intervention Model was presented with Barbara Heard-Mueller at Academy of Criminal Justice Sciences 1995 Annual Meeting, Boston, Massachusetts, March, 1995.

What Really Matters are the Kids was presented at NASW/Texas Conference, Austin, Texas, November, 1995.

Reconceptualizing Rural Social Work Practice was presented at the 21st National Institute of Social Work and Human Services in Rural Areas; Kalamazoo, Michigan, July, 1996.

The above paper was also presented at NASW/Texas Conference, Houston, Texas, and NASW, Cleveland, Ohio, November, 1996.

Alternatives to Crime for at Risk Teens in Rural Areas: An Early Identification and Intervention Model" was co- authored with Barbara Heard-Mueller was presented at NASW/Texas Conference, Houston, Texas, November, 1996.

Chaired and presented to the general body of school social workers at the School Social Work Conference, Austin, Texas, March, 1996.

Social Worker as Advocates: Enhancing Strategies for Micro Level Practice was co-authored with Dr. M. Daley and presented at NASW/Texas Conference, Arlington, Texas, November, 1997.

Attracting and Retaining Professionals for Social Work Practice in Rural East Texas Was co-authored with Dr. M. Daley and presented at the National Institute of Social Work and Human Sciences in Rural Areas; Chapel Hill, North Carolina in July, 1998

Increasing Cultural Competence: Teaching Rural Content in the BSW Curriculum was co-authored with Dr. M. Daley and presented at the 16th Annual Conference of the Association of Baccalaureate Social Work Program Directors in Albuquerque, New Mexico, October, 1998.

Developing School Social Work Partnerships: A Rural Perspective was co-authored with Kathleen Belanger and Becky Peel and presented at the School Social Work Association of America 1998 National Conference.

Remember Our Purpose: A Look Back at the First NASW/Texas Convention was co-authored with Dr. M. Daley and presented at NASW/Texas Conference, Houston, Texas, November, 1999.

Rural School Social Work was presented with Dr. M. Daley at the 8th Annual Texas School Social Work Conference, Austin, Texas, and February, 1999.

Achieving Cultural Competence: A Requirement for Today's Social Worker was presented with Linda Morales at NASW/Texas Conference, November, 2000.

Teaching Diversity Content in the Undergraduate Social Work Curriculum was co-authored with Michael Daley, Linda Morales and Sam Copeland and presented at the 18th Annual Conference of the Association of Baccalaureate Social Work Program Directors Meeting, October, 2000.

Creating an Environment for Learning: Social Work Practice in Rural School Systems was presented with M. Daley and B. Peel at the 25th National Institute on Human Services and Social Work in Rural Areas, July, 2000.

Doctoral Education: Making the Right Decision was presented with Glenell Lee, Estella Morris at the Jackson Chapter National Association of Black Social Workers Annual Conference, February, 2002.

Children of Color in the School System: Implications for Rural Social Work Practice was presented with Mike Daley at the Annual National Institute on Human Services and Social Work in Rural Areas, July, 2002, Frostburg, Maryland.

Critical Thinking Skills: Implications for Improving Social Work Practice was presented with Meherun Laiju and Jackie Mitchell at the 31st Annual Alabama/Mississippi Conference on Social Work Education, October, 2002, Tuscaloosa, Alabama.

Children of Color in the School System: Implications for Social Work Practice was presented with M. Daley at NASW/Texas Conference, November, 2002, Houston, Texas

More Than Just An Advising Slip: Advising Older, Non Traditional Students in A BSW Program was presented with Sharon Templeman, Linda. Morales at the Annual Conference of the Association of Baccalaureate Social Work Program Directors, October, 2002, Pittsburgh, Pennsylvania.

Leadership in Rural Areas: Breathing New Vitality into Rural Communities. Paper presented with S. Copeland at the 29th National Institute on Social Work and Human Services in Rural Areas, Salt Lake City, UT, July 28-31, 2004.

Preparing Students for Culturally Competent Practice in Rural Areas: Paper presented with S. Copeland at the 29th National Institute on Social Work and Human Services in Rural Areas, Salt Lake City, UT, July 28-31, 2004.

Same Sex Marriages in Rural Communities. Paper presented with B. B. Wright at the 29th National Institute on Social Work and Human Services in Rural Areas, Salt Lake City, UT, July 28-31, 2004.

Developing, Integrating, and Assessing Educational Outcomes through Concept Mapping was presented at the 23rd Annual Baccalaureate Social Work Education Conference with Steve Cooper, November, 2005, Austin, Texas.

Teaching Asset Building Perspectives for Work with Rural Families and Children was presented at the 23rd Annual Baccalaureate Social Work Education Conference with T. Laine Scales and Stephen Cooper, November, 2005, Austin, Texas.

Rural East Texas Health Network Strategic Planning Project: Concept Mapping Final Report was presented with Steve Cooper to all participants in August, 2006.

Rural East Texas Health Network Strategic Planning Project: Concept Mapping Final Report was presented with Steve Cooper to the Deep East Texas Mental Health Board in September, 2006.

Educational Policy and Accreditation Standards: The Past, Present, and the Future, Council on Social Work Education Annual Meeting. Presented with Darla Coffey and Ann Meyers. October, 2007.

Moderator with Dr. Sam Copeland, Town Hall meeting on “ The New Educational Policy Accreditation Standards” Association of Baccalaureate Social Work Program Directors Conference, Destin, FL, March, 2008.

“25 Years of BPD: Welcome, 25th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Destin, FL, March, 2008.

Unification of the Social Work Profession, 26th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Destin, FL, March, 2008.

On Becoming a Dean and Director, Association of Baccalaureate Social Work Program Directors Conference, March, 2008.

Presidential Address: Crossing Railroad Tracks, 26th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Destin, FL, March, 2008.

Welcome, 26th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Phoenix, AZ, March, 2009.

Presidential Address: Building Bridges: Changing Lives, 26th Association of Baccalaureate Social Work Program Directors Conference, Phoenix, March, 2009.

The Whitney Moore Young Film and Leadership Development Project, 26th Annual conference of Association of Baccalaureate Social Work Program Directors, Phoenix, AZ, March, 2009. Presented with Linda Moore, Betsy Clark, Bonnie Boswell, Elizabeth Franklin, Rebecca Myers, Gail Waller and Susan Vallem.

Curriculum Content Areas and Competencies: Developing Best Practices for BSW Education. 26th Annual conference of Association of Baccalaureate Social Work Program Directors, Phoenix, AZ, March, 2009. Presented with Paul Dovyak, Jo Dee Gottlieb, and Mary Rawlings.

EPAS and the Accreditation Process. 55th CSWE Annual Program Meeting, San Antonio, Texas, November 6-9, 2009. Presented with Paul Dovyak, Jo Dee Gottlieb, and Mary Rawlings.

Social Work Leadership Development: The Whitney M. Young, Jr. Model. 55th CSWE Annual Program Meeting, San Antonio, Texas, November 6-9, 2009. Presented with Linda Moore, Susan Vallem, and Elizabeth Clark.

Social Work Leadership Development: The Whitney M. Young, Jr. Model. National Association of Social Workers-Texas Chapters, Houston, Texas, October 7-10, 2010. Presented with Linda Moore.

Social Work Practice with Sex Offenders: Walking the Tightrope Between Hope and Resiliency. National Association of Social Workers, Washington, DC, July, 2012. Presented with Steve Cooper and Sam Copeland.

Forensic Social Work: Walking the Tightrope Between Self-Efficacy and Community Safety. National Association of Social Workers-Texas, Houston, Texas September, 2012. Presented with Steve Cooper and Sam Copeland.

Emerging Leadership Forum: Leadership as Vision. 30th Annual Association of Baccalaureate Social Work Program Directors Meeting, Myrtle Beach, South Carolina, March, 2013.

Approaches and Opportunities in Delivering Services to People Living with HIV and AIDS in a Rural Community in the USA. 18th Biennial International Consortium for Social Development in Uganda, Africa, July 15-19, 2013. Presented with Peter Simbi, Emmerenti Oliphant.

Strock-Lynskey, D. & Avant, F. L. (2014). Teaching Faculty and Students How to Effectively Initiate Focus Group Change Efforts. The Changing World and the Face of Social Work Education Conference of The Association of Baccalaureate Social Work Program Directors, (March 19-23). Louisville, KY.

Daley, M. & Avant, F. L. (2014). Direction for the Future: Program Administration and Curriculum Development Committee. The Changing World and the Face of Social Work Education Conference of The Association of Baccalaureate Social Work Program Directors, (March 19-23). Louisville, KY.

Cooper, H, S, & Avant F. L. (2015). East Texas Coalition for Mental Health Recovery: Strengthening Recovery in East Texas. National Association of Social Workers – Texas Conference, Galveston, Texas, November 12-14, 2015.

Daley, M., Pittman-Munke, P. & Avant, F. L. (2017). Leadership in Action: Directing the BSW Program. Conference of The Association of Baccalaureate Social Work Program Directors, (March 1-5). New Orleans, LA.

Avant, F.L. (2017) African Americans, The Rural South and The Digital Age, 42nd Annual National Institute on Social Work and Human Services in Rural Areas (July 19-21), Jackson, TN.

Francis, Will & Avant, F.L. (2020). NASW-Texas Forum on Racism in Our Systems, Profession and Country – June 23, 2020. NASW-Texas Chapter.

Avant, F. L., Rodriguez-Morales, G., Francis, W., Ellis-Murray, D., & Calhoun, D. (2020). Board Governance in A Pandemic – June 25, 2020. NASW Association Leadership Virtual Meeting.

Chanmugam, A., Avant. F. L., McCarty, D., Singletary, J.E. & Zayas, L. (2020). Texas code of conduct. National Association of Deans and Director Conference. Professional and University Service:

Avant, F. L. (2021). Black Youth Development and Law Enforcement. National Association of Concerned Black Men, Washington, D.C. April 29, 2021

Daley, M., Pittman-Munke, P. & Avant, F. L. (2021). Leadership in Action: Directing the BSW Program. Conference of The Association of Baccalaureate Social Work Program Directors, (April 7-10). Virtual Conference

University Service

Faculty Senate, 1989 - 92
Academic Promotion Committee, 1989
University Mentor Program, 1989 - 1994
University Panhellenic Organization Sponsor, 1990 - 1994
Texas Academic Skill Program Committee, 1989
Criminal Justice Search Committee, 1990 - 1995
Social Work Search Committee, 1987,1988,1992,1994,1996, 1999
Applied Arts and Science Curriculum Representative, 1989-90
Graduate School Committee (MSW Program) 1988-97
Coordinating Committee for President Carter, 1989
Social Work Student Organization Sponsor, 1987 - 1990, 1997-98
University Core Curriculum Committee 1994-97
Associate Membership Graduate Faculty 1994-2002
Institutional Review Board for the Protection
of Human Subjects 1992-94
Financial Assistance and Scholarships
Committee 1991-94
Tenure Panel for Applied Arts and Sciences 1993-96
Multicultural Advisory Committee 1996-98
Criminal Justice Legal Assistant Advisory Committee 1996-99
University Southern Accreditation of Colleges and Schools Committee 1997-99
University Committee on the Future 1997-99
University SFA '03 Committee, 1998-99
Computing and Telecommunications Advisory Committee, 1997-02
Share the Legacy Campaign representative for SSW, 1999-00
University Strategic Planning Committee 2003-2005
Institutional Review and the Protection of
Animal Rights Committee 1994-97; 2000-04
Full Membership Graduate Faculty, 2002-
Chair, College of Applied Arts and Sciences Council Panel, 2005-06
Chair, College of Applied Arts and Sciences Research Panel, 2005-06
University Research Council 2006-09
University Commencement Committee 2006-
University Strategic Planning Committee 2007-08
Chair, Division Director of Communication, 2008-09
First Experience Committee, 2009 –2013
University Strategic Planning Committee 2014-

Publications:

Oliphant, E and Avant, F. L. (2021). Health Resource Center Evaluation Report. Stephen F. Austin State University School of Social Work, Center for Rural Social Work Research and Development.

Avant, F. L. (2020). Why We Need Leaders Now? A Clarion Call to Social Workers? National Association of Social Workers-Texas. Virtual Communication, June 2020.

Avant, F. L. & Copeland, S. (2019). *Baccalaureate Reaffirmation Eligibility Application, School of Social Work*, Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. L. & Copeland, S. (2019). *BSW Self-Study Report: CSWE 2015 Educational Policy and Accreditation Standards. School of Social Work. Stephen F. Austin State University*, Nacogdoches, Texas.

Avant, F. L. & Oliphant, E. (2019). *Master's Reaffirmation Eligibility Application, School of Social Work*, Stephen F. Austin State University, Nacogdoches, Texas.

Oliphant, E. & Avant, F. L. (2019). *MSW Self-Study Report: CSWE 2015 Educational Policy and Accreditation Standards for School of Social Work*. Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. L. (2018). BPD President's Address to the 2008 Annual Conference, Challenges and Opportunities: Crossing Railroad Tracks. *Journal of Baccalaureate Social Work Education*. Council on Social Work Education.

Avant, F. L. (2018). BPD President's Address to the 2009 Annual Conference, Building Bridges: Changing Lives, That's What We do. *Journal of Baccalaureate Social Work Education*. Council on Social Work Education.

Aparecida de Fatima Cordeiro Dutra, Cordova, W. & Avant, F. (2018). Services, Stigma, and Discrimination: Perceptions of African Descendant Men Living with HIV/AIDS in Brazil and in the United States, *Social Work in Public Health*, 33:4, 226-236, DOI: 10.1080/19371918.2018.1454868

Cooper, H. S., Avant, F. L. & Rich-Rice, K. L. (2016) Client satisfaction survey for hiv/aids dental care services: An example from rural texas, *Journal of Human Services: Training, Research, and Practice*: 1 (1), Article 1.

Avant, F. L. (2014). Persistence of hope and dreams. In E. J. Clark and E. F. Hoffler (Eds.), *Hope Matters: The Power of Social Work*. Washington, DC: NASW Press.

Avant, F. L. (2014). Human behavior and rural environments. In T. L. Scales, C. L. Streeter, & H. S. Cooper (Eds.), *Rural Social Work: Building and Sustaining Community Capacity* (57-58). New Jersey: Wiley.

Avant, F. L. (2014). African americans living in rural community: Building assets from an afrocentric perspective. In T. L. Scales, C. L. Streeter, & H. S. Cooper (Eds.), *Rural Social Work: Building and Sustaining Community Capacity* (75-85). New Jersey: Wiley.

Daley, M. R. & Avant, F. L. (2014). Down-Home Social Work: A Strengths-Based Model for Rural Practice. In T. L. Scales, C. L. Streeter, & H. S. Cooper (Eds.), *Rural*

Social Work: Building and Sustaining Community Capacity (5-16). New Jersey: Wiley.

Avant, F. L. Rice-Rich, K, Copeland, S. (2013) Leadership and rural communities. *International Journal of Business, Humanities and Technology*, 3(8), 53-59.

Cooper, H. S., Cordova, W. & Avant, F.L. (2013). Working together to improve services for people living with HIV/AIDS: An example of service delivery network development from rural northeast texas. In T. L. Scales, C. L. Streeter, & H. S. Cooper (Eds.), *Rural Social Work: Building and Sustaining Community Capacity* (187-204). New Jersey: Wiley.

Cordova, W., Cooper, H. S. & Avant, F. L. (2011) Factors That Impact Service Delivery to Individuals Living With HIV/AIDS in Rural Northeastern Texas. *Contemporary Rural Social Work*. North Dakota: Center for Rural Education and Communities at the University.

Avant, F. L. (2011). *Baccalaureate Reaffirmation Eligibility Application, School of Social Work*, Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. L. (2011). *Master's Reaffirmation Eligibility Application, School of Social Work*, Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. L. (2011). *BSW Self-Study Report Standard four. School of Social Work. Stephen F. Austin State University*, Nacogdoches, Texas.

Avant, F. L. (2011). *MSW Self-Study Report for School of Social Work*. Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. L. & Joseph, T. D. (2009). *Risk and resiliency: Analysis of a theoretical model for at-risk youth*. Stephen F. Austin State University's Rural Research Center.

Clark, B., Kelley, J., Moore, L. S., Avant, F. L. (2009) *The Whitney Moore Young Film and Leadership Development Project*. NASW Press.

Moore, L. S. & Avant, F.L. (2009). Undergraduate social work research: Models and strategies. *Journal of Social Work Research*. NASW Press.

Avant, F. L. (2008). DVD, "Social Work Education and Diversity", Nacogdoches Independent School District.

Brunson, M. N., Perritt, R. D., & Avant, F. L. (2008) Prospectus for BS in Agriculture and BS in Social Work at *Tyler Junior Collete*.

Tyson, E. A., Avant, F. L., Washington, R. W. (2008). *Continuing the fight against school violence: Progress, current practice and future directions*. In Letha A. See (Ed) *Violence as Seen Through a Prism of Color* (pp. 187-208). New York: Haworth Press.

Cooper, H. S., Avant, F. L., & Hall, A. A. (2007). *Rural East Texas Health Network: 2006-07 annual evaluation*. Nacogdoches, Texas: Author.

Avant, F. and Daley, M. R. (2006). Children of Color in the School System: Implications for Rural Social Work Practice in B. B. Wright, (Ed)., *Social Work and The Rural Context: Strategies That Empower*, Proceedings of the Annual National Institute on Human Services and Social Work in Rural Areas, Frostburg, Maryland.

Avant, F. L. (2006). *Leadership Styles as Predictors of Job Satisfaction and Organizational Commitment among Faculty in Social Work Education*, Dissertation, Jackson State University.

Cooper, H. S. & Avant, F. L. (2006). *Rural East Texas Health Network Strategic Planning Project: Concept Mapping Final Report*. Nacogdoches, TX: Rural East Texas Health Network.

Avant, F. L., Stewart, A., & Davis, G. (2005). *Retention, Recruitment, and Best Practices Study Analysis*. Little Rock, AR: Arkansas Department of Health and Human Services Division of Children and Family Services

Avant, F. (2004). Introduction to Rural Social Work in T. L. Scales and C. L. Streeter, eds., *Asset-Building to Sustain Rural Communities*, Pacific Grove, CA: Brooks/Cole.

Avant, F. (2004). African American in Rural Areas in T. L. Scales and C. L. Streeter, eds., *Asset-Building to Sustain Rural Communities*, Pacific Grove, CA: Brooks/Cole.

Daley, M. R. and Avant, F. (2004). Rural Social Work: Reconceptualizing the Framework for Practice in T. L. Scales and C. L. Streeter, eds., *Asset-Building to Sustain Rural Communities*, Pacific Grove, CA: Brooks/Cole.

Daley, M. R. and Avant, F. (2004). Advanced Generalist Social Work for Rural Practice in A. W. Roy and F. J. Vecchiolla (Eds)., *Thoughts on an Advanced Generalist Education: Models, readings, and essays*, Peosta, Iowa: Eddie Bowers Publishing Co.

Avant, F. (2004). *Diversity and Cultural Competence*. DVD. Association of Baccalaureate Social Work Program Directors, Denver, Colorado: Metropolitan State College.

Cordova, W. & Avant, F. L. (2004). Student Association of Social Workers. *The New Social Worker*. Winter 2004, 11(1), 19.

Avant, F., Laiju, M. and Mitchell, J. (2003) Critical Thinking Skills:

Implications for Improving Social Work Practice. *Proceedings of the 31st Annual Alabama/Mississippi Conference on Social Work Education.*

Avant, F. (2003). *Baccalaureate Reaffirmation Eligibility Application, School of Social Work*, Stephen F. Austin State University, Nacogdoches, Texas.

Avant, F. (2003). *BSW Program Student Handbook. School of Social Work. Stephen F. Austin State University*, Nacogdoches, Texas.

Avant, F. (2003). *BSW Curriculum (Standards 2 & 8). Self-Study Report for School of Social Work.* Stephen F. Austin State University, Nacogdoches, Texas.

Washington, R. W. and Avant, F. (2001). Fighting Violence in and Around Schools: A Challenge for School Social Workers. In Letha A. See (Ed) *Violence as Seen Through a Prism of Color* (pp. 187-208). New York: Haworth Press.

Washington, R. W. and Avant, F. (2001). Fighting Violence in and Around Schools: A Challenge for School Social Workers. *The Journal of Human Behavior in the Social Environment* , Volume 3, Number2/3. Haworth Press.

Daly, M. R. and Avant, F. (1999). Chapter: Attracting and Retaining Professionals for Social Work Practice in Rural East Texas has been published in a book entitled *Preserving and Strengthening Small Towns and Rural Communities*. NASW Press, Washington, D. C., 1999

Daley, M. R., Avant, F. L. & Hallman, L. C. (Eds) (1991). *Proceedings from the 16th Annual National Institute on Social Work and Human Services in Rural Areas*. Stephen F. Austin State University, Nacogdoches, Texas.

Heard-Mueller, B., Templeman, S. & Avant, F. (1999). *Head Start Community Assessment*, Great East Texas Community Action Program, Nacogdoches, Texas.

Funded Research

2021 Co-Principal Investigator with Dr. Emmerentie Oliphant. Research and Evaluation Project with the Episcopal Health Foundation (\$175,000)

2016 Co-Principal Investigator with Dr. Emmerentie Oliphant. Research and Evaluation Project with Houston Regional HIV/AIDS Resource Group, Inc . (\$50,000)

2015 Co-Principal Investigator with Dr. Emmerentie Oliphant. Research and Evaluation Project with Houston Regional HIV/AIDS Resource Group, Inc . (\$50,000)

2015 Co-Principal Investigator with Dr. Emmerentie Oliphant. Research and

- Evaluation Project with the T.L.L. Temple Foundation. (\$600.000)
- 2014 Principal Investigator. Research and Evaluation Project with the Houston Regional HIV/AIDS Resource Group, Inc. (\$2000)
- 2010 Co-Principal Investigator with Dr. Emmerentie Oliphant. Awarded a Research and Evaluation Project with Special Health Resources of Texas. The contract is for \$250,000 over five years. Special Health Resources for Texas, Inc. (SHRT) was awarded a project entitled *Women of Color Survival of the Fittest* by the Health Resources and Services Administration Special Projects of National Significance (SPNS) program.
- 2009 Principal Investigator. Research and Evaluation Project with the Deep East Texas Council of Government. (\$20,000)
- 2008 Co-Principal Investigator with Dr. Steve Cooper. Research and Evaluation Plan with Special Health Resources of Texas, Inc. Awarded a contract for approximately \$150,000 over three years. Funding is from the Special Projects of National Significance (SPNS) Grant by the Health Resources and Services Administration (HRSA). The Research Project is an evaluation of the Dental/Oral Care Services Program for Special Health Resources for Texas which focuses on individuals diagnosed with HIV/AIDS.
- 2006 Co-Principal Investigator with Steve Cooper, "Examination of Rural Mental Health Issues in East Texas." Funded by the Office of Rural Health Policy (HRSA)
- 2006 Co-Principal Investigator with Steve Cooper, "Social Network Analysis and Evaluation" Funded by the Office of Rural Health Policy.
- 2005 Principal Investigator, "Retention, Recruitment, and Best Practices Study Analysis." Funded by the Arkansas Department of Health and Human Services Division of Children and Family Services (\$3000.00)
- 2004 Principal Investigator, "Leadership Styles among Rural Social Work Practitioners" Funded by the Houston Endowment and Stephen F. Austin State University." (\$1500.00)
- 1994 Principal Investigator, Prevention Teenage Pregnancy Program, Awarded from Deep East Texas Council of Government. (\$20,000)
- 1990 Principal Investigator, "Children of Domestic Violence" Funded by the Children's Defense Fund of Texas (25,000)

Awards and Honors

- 2009 Selected to participate in an international social work program initiative in Germany
- 2010 Awarded the National Association of Baccalaureate Program Director Presidential Honor Award
- 2011 Inducted in the Lyon College Hall of Fame
- 2013 Inducted in the Earle High School Hall of Fame
- 2014 Selected to serve on the Advisor Committee by Secretary of the Department of Health and Human Services in Washington, D. C.
- 2014 Chosen to participate in the SFA Summer Brazil Initiative
- 2015 Selected to the Editorial Board of Journal of Baccalaureate Social Work Education
- 2015 Selected to the Editorial Board of Journal of Human Services: Training, Research, & Practice
- 2015 Received the President's Award from the Concerned Black Men of Lufkin, Texas
- 2016 Office of Multicultural Affairs Diversity Awards
- 2016 SFA Distinguished Grant Award Recipient – Senior Faculty Research

Research Reports

- Avant, F. L. (2014) *Eastern HIV/AIDS Administrative Service Area Comprehensive Needs Assessment Report*. Stephen F. Austin State University Rural Social Work Research and Development Center, Nacogdoches, Texas: Author.
- Avant, F. L. (2012). *East Texas Dental/Oral Care Services Project: 2007-2012 Final Evaluation Report*. Nacogdoches, Texas: Author.
- Avant, F. L. & Oliphant, E. (2011). *Survival of the Fittest Grant: Women of Color Annual Report 2010-2011*. Nacogdoches, Texas: Author
- Cooper, H. S., & Avant, F. L. (2011). The state of mental health services in rural East Texas. (Legislative white paper commissioned by the Rural East Texas Health Network). Nacogdoches, TX: Author.
- Cooper, H. S., & Avant, F. L. (2010). *Rural East Texas Health Network: 2010-2011 annual evaluation*. Nacogdoches, Texas: Author.
- Cooper, H. S., & Avant, F. L. (2010). *Rural East Texas Health Network: 2009-2010 annual evaluation*. Nacogdoches, Texas: Author.
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- Cooper, H. S., Avant, F. L., & Cordova, W. (2010). *Special Health Resources for Texas, Inc.: Network Development Project*. Nacogdoches, TX: Initiative for Rural Research and Development, School of Social Work, SFASU.
- Easley, K., Hodges, M., Avant, F. L., & Cooper, H. S. (2009). *Regional needs assessment of the Tyler and Texarkana Health Services Delivery Areas*. Nacogdoches, TX: Initiative for Rural Research and Development, School of Social Work, SFASU.

- Avant, F. L. (2009). *Dental Client Satisfaction Project: Instrument Development*. Nacogdoches, Texas: Author.
- Avant, F. L. & Joseph, T. D. (2009). *Risk and Resiliency: Analysis of a Theoretical Model for At-Risk Youth*. Nacogdoches, Texas: Author.
- Cooper, H. S., & Avant, F. L. (2009). *Rural East Texas Health Network: 2008-2009 annual evaluation*. Nacogdoches, Texas: Author.
- Cooper, H. S., Avant, F. L., & Hall, A. A. (2007). *Rural East Texas Health Network: 2006-2007 annual evaluation*. Nacogdoches, Texas: Author.
- Cooper, H. S. & Avant, F. L. (2006). *Rural East Texas Health Network strategic planning project: Concept mapping final report*. Nacogdoches, TX: Author.

Book Reviews

- Essential Skills of Social Work Practice: Assessment, Intervention, and Evaluation. Summer, 2014.
- The General Method of Social Work Practice: McMahon's Generalist Perspective, Allyn and Bacon, Spring, 1998.
- Proposed text entitled: Social Work Practice: Theory and Skills, Allyn and Bacon, September, 1998.
- Proposed text entitled: Groups, Organizations and Communities: Planning with people At Risk, Allyn and Bacon, August, 1999.
- Proposed text entitled: Fundamentals for Practice with High-Risk Populations by Nancy Summers, Brooks/Cole, September, 2000.
- Research Methods for Social Workers by B. Yegidis & R. Weinback, Allyn & Bacon, 2003.
- Understanding Generalist Practice by Kirst-Ashman & Hull, Brooks/Cole, 2004.
- Theories of Psychotherapy and Counseling by Richard Sharf, Brooks/Cole, 2006.
- Social Work Processes by B. R. Compton, B. Galaway, & B. R. Cournoyer, Brooks/Cole, 2006.

Member of Thesis and Dissertation Committees

Dissertations

Topic: Determined to Make a Difference: A Critical Autobiography of an African American Male Principal in The Deep South by Derrick James, Doctor of

- Education, Stephen F. Austin State University, 2019.
- Topic: Evaluation of a Black Woman: A Critical Autobiography of Lessons in Becoming by Michele Renea Reed Martin, Doctor of Education, College of Education, Stephen F. Austin State University, 2015.
- Topic: Voices from Within: A Narrative Nonfiction Study Describing Alumni Foster Adults' Perceptions Related to Academic Achievement by LaToya A. Walker, Doctor of Education, Stephen F. Austin State University, 2016.
- Topic: Narrative Non-Fiction Stories of the School-To-Prison Pipeline: Are Discipline Alternate Educational Programs The Pump Station? by Ronny Knox, Doctor of Education, College of Education, Stephen F. Austin State University, 2013.
- Topic: The Embroidery of Self-Harming Adolescents: A Narrative Non-Fiction Inquiry About the Common Threads of Self-Harm by Angela Wright, Doctor of Education, College of Education, Stephen F. Austin State University, 2011.
- Topic: Voices of Desegregation: A Narrative Inquiry of African American's High School Experiences and Driving Force to Become Educators by Cynthia Lindley, Doctor of Education, College of Education, Stephen F. Austin State University, 2011.
- Topic: African American Teenage Males: An Ethnography of Clothing Patterns and Cultural Affects and The Impact on academic Performance by Georgia Austin King, College of Education, Stephen F. Austin State University, 2007.
- Topic: Educational Factors Contributing to the Academic Success of African American Males: A Comparison of Teachers' and Students' Perceptions by Kathryn Hudspeth Chretien, Doctor of Education, College of Education, Stephen F. Austin, 2006.
- Topic: Obstacles, Strategies, and Racial Consciousness: African American Superintendents in the State of Louisiana by Perry L. Daniel, Doctor of Education, College of Education, Stephen F. Austin State University, 2006.

Theses

- Topic: Personal Professional Journey: Experience that Changed My Career Path, by Amy J. Armer, College of Applied Arts and Sciences, March, 2004.
- Topic: The Prevalence of Eating Disorders Among Male and Female Adolescents in a Rural Community: Implications for Generalist Social Works, by Brenda McBride, School Social Work, April, 2000.
- Topic: A comparison of the Effects of PostPartum Adolescent Nutrition Education Classes (Panec) with Standard, Women, Infants, Children (WIC) Curriculum in

Nutrition Knowledge, Dietary Intake, and Selected Anthropometric Measures by Carmen Fenley, Department of Human Sciences, August, 2000.

Topic: The Effects of Welfare Reform on Communities in Rural East Texas by Stacy McCrary, School of Social Work, July, 2000.

Topic: The Current Trend in Drug Treatment Among Community Based Programs and the Role of Helping Professionals Play by Liana Curl, College of Applied Arts and Sciences, December, 1998.

Topic: Faunal Communities of Four Habitat Types on the Fort Boggy State Park Site in the Post Oak Region of Eastern Texas by Raymond L. Hedges, College of Forestry, December, 1998.

Community and Professional Service (Selected)

National Association of Social Workers, Washington, D.C.

Appointed to Program Committee, 2013-2015

Appointed to Finance Committee, 2010-12

Appointed to Chapter/National Modernization Task Force, 2013-2015

National Association of Social Workers/Texas Chapter

President 2019-2021

Elected President Elect 2018-2019

Appointed to the NASW-Texas Delegate Assembly, 2017-20

Elected Treasurer, 2013-2016

Elected to the Nomination & Leadership Identification Committee, 2013-16

NASW/Texas Board of Directors, 2013-16

NASW/TPACE Committee, 1999 - 00

NASW Interest committee on School Social Work, 1994-1996

National Association of Social Work Texas Conference Planning Committee, 1998

Baccalaureate Program Director, 1996-

Planning Committee, 1997-98

Member of BPD Award Committee, 2001

BPD Mentoring Project, 2003

Chair, BPD Award Committee, 2004-05

BPD Board Member, 2003-06

President Elect, 2007-08

President, 2008-09

Appointed to Editorial Board of the Journal of Baccalaureate Social Work, 2014-

Texas Association of Social Work Deans and Directors-1996

Kiwanis 1996-2001

Board member Children's Trust Fund of Texas, 1997- 2000

Advisory board, Community-based Cancer Prevention and Control Program, 1998-00

Council on Social Work Education Annual Program Meeting (APM) Regional

Planning Committee, 2001
Vice President of the Rural Social Work Caucus, 00-02
Rural Social Work Caucus Restructuring Committee 04-05
Selected as one of the participants for the NASW Social Work Congress 2005 and 2010
Board member of the Institute for the Advancement of Social Work Research, 2007-09
Board member of the Action Network for Social Work Research, 2007
Board member for the National Roundtable for Social Work, 2008-2009
Chair, National Forum on Social Work Education, 2008-09
Texas Association of Black Professionals in Higher Education, 2010-12
Appointed as a Commissioner on the Educational Policy Commission of the Council on Social Work Education (CSWE), 2011-2014
Appointed to the National Search Committee for the President of CSWE, 2011-12
Elected to the Nomination and Leadership Committee, Council on Social Work Education, 2014-2016
Appointed to Council on Social Work Education HEALS Advisory Committee, 2014
Council on Social Work Education Site Visitor, 1996-
Appointed to the United States Department of Health and Human Services/Health Resources and Services Administration Advisory Committee, 2013-2016
Advisory Committee on Interdisciplinary, Community-Based Linkages (ACICBL)
Appointed to the Editorial Board of Journal of Human Services: Training, Research & Practice, 2014
Board member, Pinewood Park Trust, Lufkin, Texas, 2007-
National Association of Concerned Black Men of Lufkin, 2000-

Updated: 6/2/21