

# Norma D. Thomas

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- Education
- 1996 University of Pennsylvania, Phila., Pa. DSW. Dissertation Titled: "Formal Service Utilization by African American Elderly: Structural, Individual and Cultural Determinants." Committee Chairperson: Dr. Robin Goldberg-Glen.
- 1992 University of Pennsylvania, Phila. , Pa. Advanced Certificate in Social Administration.
- 1976 Temple University, Phila., Pa. MSW Social Administration.
- 1974 Pennsylvania State University, University Park, Pa. BA Social Work.
- Academic Awards
- 2002 Inducted into Phi Kappa Phi Honor Society-Widener University
- 2000 Promoted to the rank of Associate Professor with Tenure at Widener University
- 2000 Widener University-Outstanding Scholar Award. School of Human Service Professions.
- 1998 Widener University. Pi Gamma Mu Outstanding Professor Award.
- 1993 University of Pennsylvania. School of Social Work. Marilyn Smith Award for meritorious academic performance in the Doctoral Program.
- 1992 Temple University. Awarded honorary membership in the Beta Rho Chapter of the Alpha Delta Mu Social Work Honor Society.
- 1991 University of Pennsylvania. School of Social Work. Marilyn Smith Award for meritorious academic performance in the Doctoral Program.
- 1991-1994 University of Pennsylvania. School of Social Work and Office of the Provost Fontaine Fellowship.
- Administrative and Teaching Positions
- 2007 MSW Program Director. Associate Professor. California University Master of Social Work Program.

**Courses Taught****MSW**

Social Work Practice with the Aging  
Social Work Practice in Health Care and Health Planning

2004 to 2007. Adjunct Professor. Temple University School of Social Administration.

**Courses Taught:****MSW**

Generalist Social Work Practice

**BSW**

History and Values of Social Welfare  
Social Welfare Policy in the United States  
Social Work Practice with Groups

2005/2007. Adjunct Professor. Eastern University School of Social Work. Course taught SW 254. Social Work with the Aging.

2004/2005/2007. Adjunct Professor. Widener University Center for Social Work Education.

**Courses Taught.**

Policy Practice  
Social Work Policy and Analysis  
Generalist Social Work Practice with Communities and Organizations.

2006. Adjunct Professor. Bryn Mawr School of Social Work and Social Policy. Course taught. Social Work Practice with the Aging.

Widener University

7/1998-6/2004 Assistant Director. Center for Social Work Education. Responsibilities included some oversight of day-to-day operations of the Center, recruitment, continuing education, student support and diversity programming.

2000-2003. Social Work Consultation Service. Assigned faculty member to teach students placed in this program and provide capacity building consultation to partner agencies in this university community initiative.

5/1997-7/1998. Baccalaureate Program Director. Center for Social Work Education. Primary responsibility for the coordination and educational leadership of the BSW Program.

1994-2000 Assistant Professor. 2000-2004 Associate Professor. Center for Social Work Education. Responsibilities include instruction in both the MSW and BSW programs, advising undergraduate and graduate students, participating in departmental, school and university committees and university-wide activities.

Courses Taught:

**MSW**

Foundation Generalist Practice I and II  
Advanced Social Work with Groups

SW Practice with Communities and Organizations  
Social Welfare Policy  
Socio-Cultural Dimensions of Social Work Practice  
Integrated Macro-Practice  
Policy Practice

BSW

SW Practice with Groups, Communities and Organizations  
Socio-Cultural Dimensions of Social Work Practice  
Social Work Practice with the Aging  
Introduction to Social Work and Social Welfare

University of Pennsylvania, Phila., Pa.  
1992-1994. Part-time Faculty. School of Social Work. Responsibilities included field instruction in the MSW program and monitoring student field placements.

Courses Taught:

MSW  
Health Policy  
Macro-Practice

Lincoln University, Lincoln University, Pa.  
Summer 1995. Adjunct Faculty. Multidisciplinary Center on Aging. Responsibilities included teaching in the Gerontology Advanced Certificate Program one day per week.

Courses Taught

Theories and Processes of Aging

Long-Term  
Training

1993-1996 Lincoln University Multidisciplinary Center on Aging. Curriculum Development and Training.

1993-1995 Ralston House and Institute on Aging Wellness Program

1993-2007. Philadelphia Corporation for Aging. Trainer. Basic Gerontology for Direct Practitioners, Care Management, Consumer Excellence, Working with the Latino Community.

1993-2007. Delaware County Services for the Aging. Trainer. Basic Gerontology for Direct Practitioners, Diversity Training. Working with the Latino Community.

1993-Present. Professional Care Management Institute. Case Recording, Care Planning, Documentation, Human Diversity; Mental Health

Employment/  
Consultant Work

1995-2008 Center on Ethnic & Minority Aging, Inc. President of organization, designed to improve the well-being of ethnic & minority

seniors in the Delaware Valley region through education, community outreach, and organizational technical assistance.

1992-2007 Delaware County Services for the Aging. Social Work Consultant: Developing Outreach Models to reach underserved ethnic and minority communities; Care Management Specifications; Mental Health Program Evaluation; Older Adult Protective Services Program Examination; Internal program monitoring and evaluation; Care Management Research and Peer Counseling Program consultation; Four Year Plan Development; Asian Outreach Evaluation; HOPE VI Project Coordinator.

1992-2004. Philadelphia Corporation for the Aging. Social Work Consultant: Record Reviews; Client Assessment; Research; Training in Basic Gerontology; Long Term Care Program Manual(s) development; Community Outreach.

1984-1992. Philadelphia Corporation for the Aging. Assistant Director. Pre-Admission Assessment and Older Adult Protective Services.

1975-1984. Delaware County Services for the Aging. Case Management Coordinator.

#### Institutional Committees-California University

Chairperson Social Work Promotion & Tenure Committee 2008-2009  
Chairperson MSW Program Committee 2007-2009  
Member, Social Work Continuing Education Committee 2008-2009  
Member, Social Work Search Committee 2008-2009  
Member Graduate Council  
Frederick Douglas Institute 2008-2009  
Member, Rural Aging Initiative in Social Work Education Committee (2007-2009)  
Member, Social Work Field Committee (2007-2009)  
Member, MSW (2007-2008) & BSW (2008-2009) Self-Study Committee

#### Institutional Committees-Widener University

Chairperson Core Values Task Force-Strategic Planning Committee-2003  
Academic Affairs-Center for Social Work Education 2002-3  
Chairperson Community Outreach Committee-President's Inauguration 2002  
Faculty Secretary 1999-2001.  
SHSP Diversity Committee Member 2000-2003  
CSWE Academic Affairs Committee 2002-2003  
SHSP Faculty Affairs Committee 2002-2003  
Chairperson, Faculty Search Committee, Center for Social Work Education 1999.  
Chairperson, Continuing Education Committee: Center for Social Work Education. 1998-2003; Member 1997-1998; Secretary 1994-1997.

Chairperson, Diversity Committee: Center for Social Work Education. 1998-2003; Secretary 1997-1998; Member 1994-1996.  
Member, Promotion Review and Tenure Committee: School of Human Service Professions. 1995-1997; 1998-1999; 2001-2002  
Member, Promotion Review and Tenure Committee: Center for Social Work Education 1994-1999; 2000-2002  
Advisor, Widener Student Chapter, National Association of Black Social Workers. 1998-2003.  
Member, Project Prepare Advisory Committee 1999-2003.  
Library Liaison: Center for Social Work Education. 1994-1996.  
Member, Admissions and Financial Aid University Committee: 1995-1997.  
Member, University Library Committee: 1997-1999.  
Member, Faculty Search Committee: Center for Social Work Education. 1994-1995; 1997-1998.  
Member, Faculty Search Committee: Clinical Psychology. 1997-1998.  
Member, Associate Dean Search Committee: Center for Social Work Education. 1997-1998.

Selected Presentations/Trainings/Workshops (10 years)

2008 American Society on Aging. New Ventures in Leadership Training. Part of Panel Presentation "Leadership as a Woman of Color".

2008 Allegheny County Area Agency on Aging. Pittsburgh, Pa. Training for entire AAA staff "Celebrating Differences: Communication in a Multi-Cultural Environment".

2008 Senior Community Center Annual Conference, Pittsburgh, Pa. Training for Senior Center staff "Celebrating Differences: Communication in a Multi-Cultural Environment".

2008 Allegheny County Area Agency on Aging, Pittsburgh, Pa. Training for the Pennsylvania Care Management Institute "Mental Health & Aging".

2008 Allegheny County Area Agency on Aging, Pittsburgh, Pa. Training for the Pennsylvania Care Management Institute "Hoarding Behavior and the Elderly" & Personality Disorders and the Elderly".

2008 Senior Service America, Indianapolis Indiana. "Measuring Effectiveness as a Caring Professional".

2008 Allegheny County Area Agency on Aging, Pittsburgh, Pa. Training for the Pennsylvania Care Management Institute. "Case Recording, Confidentiality and Ethics".

2008 Department of Social Work, California University of Pennsylvania in conjunction with the Graduate Student Social Work Association. "Working with African American Families".

2008 The Society for Social Work Leadership in Health Care Southwestern Pa. Chapter. Spring, 2008 Conference. Warrendale, Pa. Keynote Address: "Confronting the Issue: Health Care Disparities in Poor Communities & Communities of Color".

- 2008 American Society on Aging Conference. Washington DC. Presentation for the outgoing class of New Ventures in Leadership Partners. "How to Rise to the Top Without Losing Your Mind in the Process".
- 2007 Pennsylvania Association of Area Agencies on Aging. Valley Forge, Pa. "Working with African American Families".
- 2007 American Society on Aging. Chicago, Illinois "Panel Discussion: When the Levees Broke: Follow-up to Hurricane Katrina Session"; Leadership Training-"Managing as a Leader of Color" for partners in the New Ventures in Leadership Program.
- 2007 Pennsylvania Association of Area Agencies on Aging. Harrisburg, Pa. "Hoarding Behavior and the Elderly".
- 2007 Juvenile Justice Center. Philadelphia, Pa. "Ethical Practice".
- 2007 National Association of Black Social Workers. Detroit, Michigan. "Live Long & Prosper: Aging in the African American Community".
- 2007 Pennsylvania Association of Area Agencies on Aging. Seven Springs, Pa. "Working with African American Families".
- 2007 Monroe County Area Aging on Aging. "Working with African American Families"; "How to Better Serve the Latino Community."
- 2007 12<sup>th</sup> Annual Conference of the Center on Ethnic & Minority Aging, Inc. Philadelphia, Pa. "Celebrating the Power of Diversity". Conference Coordinator.
- 2007 10<sup>th</sup> Annual Networking Event of the Center on Ethnic & Minority Aging, Inc. Philadelphia, Pa. "Celebrating the Power of Diversity". Conference Coordinator.
- 2007 Chestnut Hill Health System Healthy Women 2007: Empowered for Life Conference. Philadelphia, Pa. "Aging Gracefully".
- 2006 Mental Health Association of Montgomery Co. Maryland. "Mental Health and Aging: A Cross Cultural Perspective"
- 2006 Pennsylvania Chapter-National Association of Social Workers. Philadelphia, Pa. "Mental Health and Aging: A Cross Cultural Perspective" (2nd in a three year series on diversity and aging issues funded by the Boston University Institute for Social Gerontology)
- 2006 American Society on Aging. Anaheim, California. "Critical Issues Session: Lessons Learned from Hurricane Katrina"; Leadership Training-"Managing as a Leader of Color" for partners in the New Ventures In Leadership Program.
- 2006 National Association of Black Social Workers. Houston, Texas. Co-presenter: "Using Our Strengths to Live Long and Prosper" and "Coping, Healing and Remembering: Caring for the Caregiver".

- 2006 Delaware Valley Alzheimer's Association: Philadelphia, Pa. "Managing Work Place Diversity".
- 2006 Montgomery County Office of Older Adults, Norristown, Pa. "Managing Workplace Diversity".
- 2006 LIFE Program-University of Pennsylvania. Philadelphia, Pa. "Working in the African American Community".
- 2006 11th annual conference of the Center on Ethnic & Minority Aging, Inc. "RACE Matters: Resources, Access, Care and Education. Conference Coordinator.
- 2006 American Society on Aging, Fall Series, Philadelphia, Pa. "Narrative Interviewing and Assessment: Understanding Through Life Stories". "
2006. American Society on Aging. Washington, D.C. New Ventures in Leadership Partners Training. Co-presenter. "Exploring Diversity Through the Art of Poetry".
- 2006 University of Kentucky Summer Series on Aging Conference. Lexington, Kentucky. "Cross-Cultural Assessment".
- 2006 Chestnut Hill Health System Healthy Women 2006: Empowered for Life Conference. Philadelphia, Pa. "Aging Gracefully".
- 2006 Chester Housing Authority. Chester, Pa. "Fundamentals of Care Management & "Cluttering Behavior and the Elderly".
- 2006 Senior Community Services. Folsom, Pa. "Care Management as a Clinical Process".
- 2006 Delaware County Aging & Behavioral Health Task Force. Upper Darby, Pa. "Dealing with Awkward/Problematic Situations from the Consumer Perspective".
- 2005 Center in the Park. Philadelphia, Pa. Management Training.
- 2005 National Association of Social Workers, Pennsylvania Chapter, Harrisburg, Pa. "Multicultural Inclusive Practice with Older Adults".
- 2005 National Association of Black Social Workers. New Orleans, LA. Co-Presenter "Aging in the African American Community".
- 2002-5 Philadelphia Corporation for Aging. Co-facilitator for multiple training sessions titled: "Working in the Latino Community".
- 2003-5 American Society on Aging and National Council on Aging Joint Conference. Leadership Training-New Ventures in Leadership Program.
- 2005 Center on Ethnic and Minority Aging, Inc. 10th annual conference. Philadelphia, Pa. Theme: "Consumer Choice-Community Voice: Elders of Color Setting the Agenda for the Next Decade". Conference Coordinator.

- 2005 American Society on Aging. Fall Summer Series, Philadelphia, Pa. "Narrative Interviewing and Assessment: Understanding Through Life Stories". & Co-Facilitator " Overview of Diversity and the Aging Experience".
- 2005 Florida Coalition for Optimal Mental Health and Aging. Tampa, Florida. "Hoarding Behavior and the Elderly".
- 2005 University of Kentucky-17th Annual PASRR Training. Lexington Kentucky. "Assessments in Mental Health & Aging: A Cross-Cultural Perspective".
- 2004 American Society on Aging. Web-based seminar: "End of Life: The Importance of Culture Throughout All of Life and Beyond".
- 2004 Center on Ethnic and Minority Aging, Inc. 9th annual conference. Philadelphia, Pa. Theme: "And Still We Rise: Aging in These Uncertain Times". Conference Coordinator.
- 2004 American Society on Aging. Annual Conference San Francisco, CA. Training session for New Ventures in Leadership Partners on Leadership for People of Color.
- 2004 Protestant Home. Philadelphia, Pa. Multiple training sessions for all staff in the area of cultural competence.
- 2004 Professional Care Management Institute. Trained as part of a grant in the area of team building skills for adult day program workers.
- 2004 Montgomery County Office on Older Adults. Keynote address: Cross Cultural Issues in the Area of Domestic Violence and Elder Abuse.
- 2004 Widener University Center for Social Work Education. Featured Speaker on the topic of college access for low income and minority students
- 2004 Widener University Center for Social Work Education. Keynote address. Rites of Passage Program for graduating students sponsored by the Widener Chapter of the National Association of Black Social Workers.
- 2004 Philadelphia Corporation for Aging. Panelists for Bioethics Theory and Practice for Direct Care Staff Conference
- 2004 Montgomery County Victims' Services. Training session on "A Personal and Organizational Approach to Developing Cultural Competence".
- 2004 Philadelphia Corporation for Aging-Introduction to Care Management Training.
- 2004 Eastern University-New Student Orientation Training.

- 2004 Mental Health and Aging Conference. Philadelphia, Pa. Keynote Address: "Understanding Mental Health and Aging Cross Culturally".
- 2004 Pennsylvania Association of Senior Centers Annual Conference. State College, Pa. Two workshops titled "Celebrating Cultural Diversity".
- 2004 National Association of Social Workers-Philadelphia Chapter. Workshop titled "Moving from Cultural Competence to Cultural Inclusion".
- 2004 Crozer Keystone Medical Center-Chester, Pa. Workshop titled "Cultural Diversity and Older Adults
- 2003 Children Services, Inc. Continuing Education. "Diversity in Practice-An Afro-Centric Perspective".
- 2003 Pennsylvania State University. Annual Women's Commission Luncheon Keynote Address.
- 2003 Children and Youth Services. Black History Program-"The African-American Contribution to Human Services".
- 2003 National Association of Black Social Workers-Chester Chapter. Part of Panel Presentation Titled "African American Women in Social Work, History and the Spirit".
- 2003 National Association of Black Social Workers 35<sup>th</sup> Annual Conference-Jacksonville, Florida. Co-presenter of workshop titled "Aging in the African Community-We must get Ready".
- 2003 Widener University-Annual Grandparent Conference. Workshop titled "Preparing for Positive Aging".
- 2003 Center on Ethnic and Minority Aging Inc. 8<sup>th</sup> Annual Conference. Coordinator of Conference "Helping to Shape the Future".
- 2003 National Association of Area Agencies on Aging. Baltimore, Maryland. Pre-Conference Intensive Panel Titled "N4A Minority Leadership Development-Exploring Cultural Competency in the Aging Network".
- 2003 American Society on Aging-Summer Series. Co-Presenter for two workshops: "Developing Cultural Competence: A Personal and Organizational Change Approach" and "Psychosocial Issues, Assessment and Treatment Interventions with Cluttering Behavior".
- 2002 GROWS. Baltimore Maryland. Co-Presenter of a workshop titled: "Developing Cultural Competence: A Personal and Organizational Change Approach" under contract with the American Society on Aging.

- 2002 University of Pennsylvania, Philadelphia, Pa. Workshop titled "Organizational Culture & Diversity: An Organizational Change Approach to Developing Cultural Competence."
- 2002 American Society on Aging and National Council on Aging Joint Conference. Denver Colorado. Part of a panel presentation on the topic of "Collecting Our Way to Immortality: Hoarding Behavior and the Denial of Death" and co-presenter of a workshop titled "Developing Cultural Competence: A Personal and Organizational Change Approach".
- 2002 Pennsylvania Department of Aging. Harrisburg, Pa. Luncheon Keynote Speaker for the annual Enrichment Training Conference on Aging Issues. Address titled "Embracing the Cultural Mosaic".
- 2002 Pennsylvania Housing Finance Agency Housing Services Division. Harrisburg, Pa. Workshop titled "Resident Peaceful Coexistence: Developing Productive Relationships".
- 2002 Center on Ethnic and Minority Aging, Inc. Philadelphia, Pa. Co-Coordinator of Conference titled "Aging Faces are Changing: Opportunities and Challenges".
- 2002 American Society on Aging, Philadelphia, Pa. Summer Series. Co-presenter for two workshops: "Developing Cultural Competence: A Personal and Organizational Change Approach" and "Psychosocial Issues, Assessment and Treatment Interventions with Cluttering Behavior".
- 2001 PHENND 4<sup>th</sup> annual conference. Philadelphia, Pa. Part of a panel titled "The City of Chester: Higher Ed's Role in Developing a Small City's New Identity".
- 2001 American Society on Aging-Philadelphia, Pa. Summer Series. Co-presented three workshops: "Psychological Issues, Assessment and Treatment Interventions with Cluttering Behavior", "Developing Cultural Competence: A Personal and Organizational Change Approach", and "Cultural Implications of Assessment".
- 2001-2 American Society on Aging-Web Based Presentation. "Psychological Issues, Assessment and Treatment Interventions with Cluttering Behavior".
- 2001 Pennsylvania Department of Aging, Harrisburg, Pa. Presented workshops titled "Strategies which Promote Diversity in Community Based Care" and co-presented a workshop titled "Cultural Competence: How does your Agency Measure Up?".
- 2001 University of Pennsylvania, Philadelphia, Pa. Workshop titled "Organizational Culture and Diversity: An Organizational Change Approach to Developing Cultural Competence".

- 2001 Center on Ethnic and Minority Aging., Philadelphia, Pa. Sixth Annual Conference. Co-Coordinator of conference titled "Uplifting the Mind Body and Spirit".
- 2001 American Society on Aging-National Council on the Aging Joint Conference. New Orleans, Louisiana. Workshop titled "Psychological Issues, Assessment and Treatment Interventions with Cluttering Behavior".
- 2001 Philadelphia Alliance of Black Social Workers and National Association of Blacks in Criminal Justice-Joint Conference. Philadelphia, Pa. Co-presenter of workshop titled "Who Is Incarcerated? Grand Parents, Parents, and Siblings".
- 2001 Philadelphia Corporation for Aging. Part of a panel presenting on the topic "Cultural Collisions".
- 2001 National Association of Black Social Workers. Charlotte, North Carolina. Part of a panel presentation on the topic "Aging in The African American Community: We Must Get Ready".
- 2000 National Association of Social Workers-Philadelphia Division. Workshop titled "Barriers to Services from a Multicultural Perspective".
- 2000 National Association of Social Workers. Baltimore, Maryland. Panel Respondent for Aging Section luncheon.
- 2000 University of Pennsylvania School of Social Work. Philadelphia, Pa. Training titled "Developing Cultural Competence: A Personal and Organizational Change Approach".
- 2000 National Adult Family Care Organization (NAFCO) 5th annual conference. Essington, Pa. Part of Panel on "Cultural Acceptance".
- 2000 Center on Ethnic & Minority Aging. Valley Forge, PA. Fifth Annual Conference. Co-Coordinator of conference titled "Putting Advocacy Into Action With Ethnic and Minority Elders" and co-presenter of workshop titled "Collaborative Partnerships: Successful Outreach to the Latino and Asian Elderly Community.
- 2000 Pennsylvania Dept. of Aging and the Erie Center on Health And Aging, Grantville, PA. Presented a workshop titled "Strategies Which Promote Diversity in Community Based Care."
- 2000 Pennsylvania Housing Finance Agency Supportive Services Conference, Penn State University. Co-Presenter of a workshop Titled "Multi-cultural Coalition Building."
- 2000 Cabrini College, Wayne, PA. Part of a panel discussion on trends in caregiving.
- 2000 Philadelphia Alliance of Black Social Workers and Blacks in Criminal Justice Annual Conference, Phila, PA. Co-

- presenter of a Workshop titled "Aging in the Criminal Justice System."
- 2000 American Society on Aging – 46<sup>th</sup> Annual Conference, San Diego, CA. Roundtable presentation: "The Center on Ethnic and Minority Aging" and workshop titled "Building a Knowledge Society Through Partnerships Between Researchers and Diverse Aging Populations."
- 2000 Pa. Chapter NASW, Philadelphia Division, Philadelphia, Pa. Presentation titled "Barriers to Services from a Multicultural Perspective".
- 2000 State Society on Aging of New York, Albany, New York. Annual Conference. Keynote address. "Embracing The Cultural Mosaic".
- 2000 American Society on Aging, Summer Series, Philadelphia, Pa. Co-presented workshop titled "Implications of Racism, Sexism, Classism, Ageism and Other 'Isms' on Aging Services."
- 1999 Center for Advocacy for the Rights and Interest of the Elderly Annual Conference. Presentation titled "Cultural Diversity: Responding to the Long Term Care Needs of Multicultural Elders."
- 1999 Crozer-Chester Medical Center, Chester, PA. Part of panel discussion on end of life issues.
- 1999 Catholic Charities, USA, Annual Conference, Rochester, NY. Presentation titled "The Future of Aging Funding."
- 1999 National Citizens' Coalition for Nursing Home Reform. – 23<sup>rd</sup> Annual Conference. Presentation titled "Multicultural Issues in Long Term Care."
- 1999- Fourth Global Conference of the International Federation On Aging, Montreal, Canada. Presentation titled "Ethnic Minority Women, Economics and Aging in the U.S."
- 1999 American Society on Aging. Summer Series in Aging Conference, Philadelphia, Pa. Co-presenter for two workshops titled "Multicultural Coalition Building: The Experience of the Center on Ethnic and Minority Aging, Inc." and "Implications of Racism, Sexism, Classism, Ageism and Other 'isms' on Aging Services".
- 1999- Center on Ethnic and Minority Aging, Inc. Valley Forge, Pa. 4<sup>th</sup> Annual Conference. Co-Coordinator of Conference Titled: The Accent is on Positive Aging: Health, Wellness & Prosperity.
- 1999 Action Aids, Philadelphia, Pa. Presentation on the topic "Psychosocial Perspectives of Older Adults with HIV/AIDS".

- 1999 Department of Health & Human Services. Aging Unafraid Conference, Philadelphia, Pa. Part of a panel discussion of end of life issues.
- 1999 Northwestern Human Services-Life Guidance. Diversity Training.
- 1999 Philadelphia Corporation for Aging. Ethics Conference. Part of panel discussion titled "Autonomy versus Distributive Justice".
- 1999 American Society on Aging. Elders of Color Training. Co-Presenter. Philadelphia Corporation for Aging.

Hartford Partnership Program for Aging Education Grant. Co-Principle Investigator. California University of Pennsylvania. Grant Award \$70,000 over three years.

Proposals and Grants

Pennsylvania Department of Aging. 2003. Power 2000 Financial Literacy Project in Pennsylvania. Co-Principal Investigator. Grant award \$73,860.00.

Hartford Foundation Geriatric Social Work Enrichment Grant. 2002. Widener University. Faculty Consultant. Grant titled "Building Bridges: Agency Partnership to Advance Gerontological Social Work Education." Grant award \$60,000 (2002-2004).

Lindback Research Grant Award, 1999. Widener University. Minority Junior Faculty Award for project titled "Care Management for Older Adults: Development of a Culturally Sensitive Model". Grant award for \$14,945.

Provost Grant Award 1998. **Widener University**. Awarded in order to assist in the research connected to the HOPE VI Revitalization Project of the Chester Housing Authority in Chester, Pennsylvania. \$700.

Haddington Multi-Services for Older Adults, Inc. In-Home Support Program 1995. Part of the team who responded to an RFP from the Philadelphia Corporation for Aging. Original contract award was \$400,000.

**Other Selected Activities**

2008 Graduate Alpha Kappa Alpha Sorority, Inc. Ethel Hedgeman Lyle Leadership Academy.

National Advisory Committee Member-Engagement-Grantmakers In Aging.

Care Management Accreditation Committee-Pennsylvania Care

Management Institute.

Advisory Board Member-Second Act-Twin Cities Public Television, Saint Paul MN.

Member of the 2005 American Society on Aging national conference planning committee.

Member of the 1998-2007 American Society on Aging summer/fall series planning committee in Philadelphia.

Member of the 2001 Pa. NASW Annual Conference Planning Committee.

Member of the Bryn Mawr Geriatric Practice Learning Center Consortium Advisory Board of the Bryn Mawr College Graduate School of Social Work and Social Research, as part of a planning grant from the Hartford Foundation. 1999-2000

The Robert Wood Johnson Foundation, Princeton N. J. Participated in two day planning session on long-term care. 2000

Acceptance as a Fellow in the University of Pennsylvania Health System, Institute on Aging, Fellows Program 1998.

Appointed to the Administration on Aging, Technical Advisory Committee for the Older Americans Act Title III B Evaluation Design by Dr. Jeanette Tacamura, Assistant Secretary on Aging, 1997/8.

Member of the 1998 Gerontological Society on Aging annual conference planning committee in Philadelphia.

National Institute of Community Based Long Term Care (NICLC). Editorial Board of Community Voices Newsletter. 1997-1998.

Publications  
(Refereed)

Thomas, N. (2006) When it happens to your family: One social worker's response. *Journal of HIV/AIDS & Social Services* 5(1) 57-66.

Thomas, N (2005) Generalist practice with older people. In Poulin, John (Ed.). *Strengths based generalist practice: A collaborative approach 2nd edition*. Belmont: Brooks/Cole-Thomson Learning, 366-397.

Thomas, N. (2005). Social work practice with people of color. In Poulin, John (Ed.). *Strengths based generalist practice: A collaborative approach. 2nd edition*. Belmont: Brooks/Cole-Thomson Learning, 398-430.

Cooper, R. Groce, J. & Thomas, N. (2003). Changing direction: Rites of passage programs for African American older men. *Journal of African American Studies*. 7(3), 3-13.

Thomas, N & Soliman, H. (2002). Preventable tragedies: Heat disaster and the elderly. *Journal of Gerontological Social Work*,

4(38), 53-66.

- Thomas, N. (Jan., 2001). The importance of culture throughout all of life and beyond. *Holistic Nursing Practice*. 15(2),40-46).
- Thomas, N. (2000) Social work practice with older adults. In Poulin, John (Ed.). *Collaborative social work: Strengths based generalist practice*. Itasca: Peacock Publishers, Inc.,265-293.
- Thomas, N. (2000). Social work practice with people of color. In Poulin, John (Ed.). *Collaborative social work: Strengths based generalist practice*. Itasca: Peacock Publishers, Inc.,295-325.
- Thomas, N. (Winter, 1998). Case management from an urban and suburban perspective. *Journal of Case Management*. 7(4). pp. 167-173.
- Thomas, N. (Spring, 1998). African American Elderly: Structural Determinants of Their Use of Formal Long Term Care Services. *Black Caucus: Journal of the National Association of Black Social Workers*. 3(2). pp. 8-11.
- Thomas, N. & Coleman, S. (1997-8). Using the sensory orientation group with the frail elderly population. *Groupwork*. Vol. 10(2), 95-106.
- Poulin, J. & Thomas, N. (Winter, 1998). Burnout and the geriatric care manager. *Geriatric Care Management Journal*. Vol. 8(1), 25-29.
- Tacchino, K. & Thomas, N. (1997). Why geriatric care managers and financial planners must talk to each other. *Generations*. Vol. 21(2), 41-45.
- Thomas, N. (1997). Hoarding Behavior and the Elderly: Eccentricity or Pathology. *Journal of Gerontological Social Work*. Vol. 29(1), 45-55.
- Thomas, N. (1996). *Families in Society: Journal of Contemporary Human Services*. Vol. 77(5), 316-17. Book review titled *Strengthening Aging Families: Diversity and Practice and Policy*.

Other Publications:

- Thomas, N. (Summer, 2008). A search for New Orleans elders finds little focus on older hurricane victims. *Diversity Currents*, [www.asaging.org/asav2/noma/enews/08summer/personal\\_perspectives](http://www.asaging.org/asav2/noma/enews/08summer/personal_perspectives).
- Thomas, N. (2006). The health of older women of African descent during the life course. Spectrum Newsletter. University of Pennsylvania Health System. Center on Excellence for Diversity in Health Education and Research 3(1).
- Thomas, N (2001). Embracing the Cultural Mosaic Conference Proceedings. *State Society on Aging of New York*.

- Thomas, N. (Spring, 1998). OCD Behaviors. Hoarding: When does eccentricity become pathology? *The Brown University GeroPsych Report*. 2(9), 6-7.
- Thomas, N. & Colbert, C. (1998). Care management: It is time to consider another way. *PCMI Perspectives*. Pennsylvania Care Management Institute. Norristown, Pa. pp. 7-10.
- Thomas, N. (1996). *Formal Service Utilization by African American Elderly: Structural, Individual and Cultural Determinants*. University of Pennsylvania. Dissertation.

Other Awards  
Received

- 2008 **Hobart C. Jackson Award**-Center on Ethnic & Minority Aging, Inc. Board of Directors-Philadelphia, Pa.
- 2007 **2nd Place Outstanding President Award**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2006 **Senior Service Excellence Award**-Crozer Keystone Health Systems, Chester, Pa.
- 2006 **2nd Place Small Chapter President of the Year**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2005 **Social Worker of the Year Award**-National Association of Social Workers-Philadelphia, Pa. Chapter
- 2004 **2nd Place Good Citizen Award**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2004 **Philip E. Coleman Award** for Distinguished Service to Project Prepare-Widener University, Chester, Pa.
- 2004 Temple University General Alumni Association **Certificate of Honor**-School of Social Administration.
- 2004 Institute of Geriatric Social Work-Boston University First Career Achievement Award.
- 2004 National Association of Black Social Workers Widener University Chapter-Founder's Award.
- 2003 Chester Assembly No. 30 Order of the Golden Circle **Community Service Award**.
- 2002 YWCA Chester, Pa. **Community Hero Award**.
- 2000 Who's Who Among America's Teachers.
- 2000 Pennsylvania Brandywine Division National Association of Social Workers **Social Worker of the Year Award**.
1992. Philadelphia Corporation for the Aging. Awarded certificate for Outstanding Assistant Director, Pre-Admission Assessment.
1991. Philadelphia Corporation for the Aging. Awarded first certificate for Employee Outstanding Accomplishment

Professional  
Memberships/  
Affiliations

Alpha Delta Mu National Social Work Honor Society – Beta Rho Chapter  
Alpha Kappa Alpha Sorority, Tau Delta Omega Chapter President 2006-2008; Vice President 2003-2006  
American Society on Aging-Member of the Board (2005-2008);Past  
Chair of the Minority Concerns Committee, Co-Editor of Diversity  
Currents; Leadership Committee of the Network on Multicultural Aging,  
Member Diversity Task Force.  
National Association of Black Social Workers-Charter Member Chester  
Chapter  
National Association of Social Workers  
Licensed to practice Social Work in the State of Pennsylvania (current).  
Member-Council on Social Work Education  
Member-National Association of Deans & Directors

Community  
Involvement

Member, Board of Directors, East End Community Center, Uniontown,  
Pa.

Co-Founder in 1995 of the Center on Ethnic and Minority Aging, Inc.

Member Planning Committee Chester Eastside Ministries (resigned  
2007).

Member Kiwanis International-Chester Chapter. Member of Kiwanis  
Foundation , Chester, Pa. (Resigned 2007)

Board of Directors-Haddington Multi Services for Older Adults 1995-  
2007

Founding Member, Chester Pearls Foundation (Resigned 2007)

Life Time Advisor to the Board of Directors, Senior Community Services.

Aid to Friends Meal Deliverer (1996-2004).

Member Alzheimer's Association Board of Directors. Chairperson  
Program & Education Committee. (1999-2003).

President of the Board of Directors Senior Community Services 2003-  
2007, Vice President, 2000-2002, Member from 1996-2007.

Past member Board of Directors Horizons Unlimited ((1996-2001).

Past member Board of Directors Professional Care Management  
Institute. Highest office held Vice President (1994-2001).