

## Chris Groeber

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### ACADEMIC PREPARATION

Bachelor's Degree,	Anderson University, Anderson, Indiana Major: Sociology, BS
Master's Degree,	University of Kentucky, Lexington, Kentucky Major: Social Work (Generalist), MSW
Ph.D., (not completed)	University of Kentucky, Lexington, Kentucky Educational Policy Evaluation (56 credit hours completed)

### ACADEMIC APPOINTMENTS

- 2018-Present **Faculty**, University of South Florida, School of Social Work  
Responsibilities include: Facilitate the Development of and Teach in a Child Welfare BSW Track, Develop other child welfare content both for credit and non-credit. Develop classroom plan and teach in MSW Program: Social Welfare and Policy Development, Group Work. Teach Micro-practice in BSW program. Work with faculty, curriculum committee and other University staff to implement programming, advise students, write grants.
- 2000-2005 **Assistant Clinical Professor, Social Work and Director of Training Resource Center**, University of Kentucky, College of Social Work  
*Responsibilities included:* Teaching community and child welfare related courses. Development of all course related activities. Use of technology including Blackboard and Interactive Television to teach courses. Budget and program oversight of three-million-dollar training contract. Supervision of 35 staff and their program outcomes. Clinical faculty for the Master of Social Work Program. Support student placement, developing and facilitating Research teams and teaching SW 741. Liaison to Cabinet for Families and Children in development of statewide research institute. Developing On-line learning for Foster parents and on-line professional development for professional social workers across the State. Coordination of all state and federal Contracts for College of Social Work. Oversight of twenty-one grant projects including budgets, principle investigator and research support. Write grants and identify and build on

development opportunities. During tenure, collaboratively increased College's external funding by 4000% through additional contracts, partnerships and federal grant opportunities. (See grants funded section).

1995-1999 **Adjunct Faculty**, Eastern Kentucky University Department for Social Work  
*Responsibilities included:* teaching Introduction to Social Work, Practicum, Social Welfare and Child Welfare courses. Work with Kentucky Social Work Educators statewide in various program development efforts

1994-1995 **Adjunct Faculty**, Morehead State University Department of Sociology Social Work and Corrections. *Responsibilities included:* Teaching Child Welfare, Group Work courses

#### **COURSES TAUGHT:**

##### **University of South Florida:**

SOW 6236 Social Welfare and Policy Development and Analysis

##### **University of Kentucky:**

SW 505 Child Welfare

SW 741 Advanced Practice: Field Experience

SW 740 Field Experience

SW 641 Introduction to Practice: Field Experience

SW 580 Working with Latino Families

SW 124 Introduction to Social Services

##### **Eastern Kentucky University**

SWK 225 Human Behavior in the Social Environment (Micro Practice)

SWK 335 Human Behavior in the Social Environment (Macro Practice)

SWK 310 Social Work Policy

##### **Morehead State University**

SWK 320 Human Behavior in the Social Environment

SWK 358 Child Welfare

SWK 426 Group Work

SWK 498 Macro Practice

## **FIELD EXPERIENCE**

2017-Present **CEO, Groeber Consulting/DBA Gro and Co**

Responsibilities include: marketing and identifying client base; Assessing client need and development of a work plan that can be implemented to address agency needs. Areas of expertise include: program evaluation, agency culture assessment, staff and board teaming, values-based development and integration; Supervisory development, child welfare specific topic areas, Competency and Standard Development, Funding and Sustainability; Program marketing and implementation. Responsible for accounts payable receivable, sub-contracting processes, curriculum development, public speaking, policy development; proposal development and proposal writing. Customer References Available upon request. Customer/Contracts included working with The Stephen Group, Annie E Casey Foundation, Jim Casey Foundation, Children's Home Network, Florida Department for Children and Families, Kids Central Inc., State of Nebraska, State of Mississippi, Florida Certification Board.

2011-2017 **CEO, Key Assets USA: CEO ICRIF**

Responsibilities include: development and daily oversight of therapeutic foster and community-based care program, Out Patient Clinic and full range disability program in Kentucky and Florida serving children and youth with severe behavior issues and developmental disabilities. Hiring and development of staff, training support and development. Community development work with local decision makers in both public and private sector. Oversight of budget and over 100 staff. Established and maintained accreditation at all sites. Development of innovative practice models that support medical necessity for overall well-being. Work with Managed Care Organizations to create continua of care that serve their clients. Innovated to create Pilot programs with Managed Care to provide complete service array for Kentucky's previously institutionalized autistic foster children. Work with local Collaborators, Providers, and Universities, grant development and management. Working with the Public and Private Child Welfare staff to further develop needs based deep end therapeutic foster care and community-based care for children in need and comprehensive disability programming. Developed

Vocational rehabilitation programming for waiver recipients including those with barriers to work and individuals with disabilities. Worked to create foster care models for trafficked children that included full service wraparound in foster homes. Created expansion and business plans for other States in the nation. Presented nationally to numerous state and federal organizations.

2006-2010 **CEO and President**, Center for Human Entrepreneurship Services (CHES): Responsibilities Include: development and oversight of business plan that supports work with non-profit organizations, providing imbedded management technical assistance, program development, fund (grant) development, continuous quality improvement processes and management information systems. Developed outcomes-based contracts and contract monitoring processes at both public and private levels. Worked to develop child welfare, Developmental Disabilities and mental health bridge programming that supports family reunification and prevention of removal from homes. Worked to enhance management information systems to produce both adult and child outcomes reporting. Aided organizations in achieving accreditation. Worked with management teams to determine accountability processes and integration of evidence-based practices into day to day work environments. Working with a team of sub-contractors to provide creative, pragmatic solutions to billing, payroll, accounts receivable and grant management. Developed the non-profit Center to incubate new non-profits and support them to meet their mission while providing “backroom” support. Five years post implementation business is self-supporting and continues to develop additional contract opportunities in Kentucky and across the nation. Have incubated a primary health care center, children’s mental health programming and continuums of care.

2005-2006 **CEO, Croney and Clark, Inc.** *Responsibilities included:* Oversight of 65 Clinical staff, budget and administrative activities. Supported mental health practitioners, Developmental Disability staff and case managers, through individual and group staffing meetings. Aided in development of management information system development. Worked with staff to implement new public child welfare partnership to provide intensive assessment and wrap around services to at risk families, worked to develop accreditation plan and timeline, oversaw the development of agency training plan, wrote policies and procedures, worked with billing to improve monitoring. Wrote grants, facilitated community and agency meetings, worked with community partners to expand business opportunities, developed marketing plan and strategy for company serving behaviorally disturbed and developmentally disabled children and youth. Facilitated the acquisition of the business by a national provider.

1998-Present **Consultant**, Worked with agencies on development of outcomes, Trained organizations nationwide on Adolescent Abuse and Neglect. Wrote curriculum and developed on-line coursework. Worked with the Georgia Academy to develop training for Juvenile Justice staff to address consent decree requirements Started and Facilitated National Accreditation Users group meetings (16 States involved on a bi-annual basis to discuss issues related to Best Practice and Policy. Worked with other clients' Including Corporation for Standards and Outcomes, Council on Accreditation (trained CQI and Outcomes Management for COA), State of Arizona (facilitated plan for change management), State of Kentucky, Georgia Academy (developed Training on Emotional Abuse and developed a training of trainers, Georgia Department for Juvenile Justice, Created Independent Living programming for the State of Kentucky as well as provided support to the Administrative Office of the Courts while conducting the judicial response to the Adoption Safe Families Act. Numerous local and state organizations. Facilitated numerous meetings to develop programs both state and national; facilitated reorganization meetings and mediated staff conflicts.

1999-2000 **Director of Operations**, Outcomes Based Management Institute, Corporation for Standards and Outcomes. *Responsibilities included:* Development and Oversight of Institute Budget, Development of Training Curriculum (including outcomes management in child welfare settings), Worked with organizations on implementing accreditation ready outcomes management systems, Developed Partnerships with Universities Nationwide to include Outcome Management into Human Service Curriculum. Coordination of 12 expert national trainers. Work with Agency heads to implement OBM into daily process. Extensive National Training/speaking.

1997-1999 **Training Specialist**, Kentucky Cabinet for Health and Family Services/ Eastern Kentucky University. *Responsibilities included:* Training in various curriculum (Child Protections Services, Out of Home Care, Child Sexual Abuse, Behavior Management, Adolescent Issues, Field Training Specialist, general Child Abuse and Neglect, Curriculum Development (developed Adolescents Issues-a three day training re: abuse and neglect of adolescents; Behavior Management of Difficult Children a 1 training re: Emotionally disturbed and abused children; the School Response to Abuse and Neglect: an in-service for educators; Various Components of Out of Home Care Training. Supervision of Training Aide. Work with Commissioner and Cabinet Secretary on Various initiatives, including development of Field Training Specialist Training Reinforcement Program (an evaluative peer mentoring/training for new staff), Facilitated Change

Management, Welfare Reform Implementation, Adoption Safe Families Act Training and Implementation. Lead in the Statewide Agency Accreditation Process. Responsible for ongoing development of Continuous Quality Improvement Process/training and Cabinet Outcomes. Facilitated Cabinet transition during restructuring. Train staff statewide on Accreditation Processes and coordinate self-study process.

1995-1997 **Training Coordinator**, Eastern Kentucky University. *Responsibilities Included:* Supervision of Staff, coordination of production of materials for all training curriculum produced for Department for Social Services. Training of staff. On site coordination of training events. Curriculum development, Audio visual design, facilitation of satellite teleconferences and compressed video trainings.

1991-1995 **District Trainer/Coordinator**, Gateway/Buffalo Trace Department Cabinet for Human Resources District, Eastern Kentucky University *Responsibilities included:* Oversight of training for new child welfare staff, mentoring, supervision, maintained records. Train staff in Child Protection, Family Services, Behavior Management, Adolescent Issues, Juvenile Services and New Employee Orientation Curricula. Develop curricula for Department for Social Services. Liaison to community on Child Abuse recognition and prevention issues. Worked with frontline staff on investigative/Assessment technique. Made regular home visits coaching staff, provide Utilization and Review services for all open cases in Region. Supervised child welfare staff and provided case consultations and training support.

1989-1991 **Family and Children's Services Coordinator**, Community Mental Health Center, Bourbon, Bath, Meniffee Counties *Responsibilities Included:* Provision of Mental Health and Developmental Disability services group and individuals, work with school systems and Department for Social Services in Provision of Wrap-around services. Work with school systems on development of behavior management plans for children in classrooms. Worked in individual and group therapy to address issues of abused and neglected children and their families. Worked with parents and caregivers to implement intervention planning for their children in an effort to prevent social service involvement Worked for a year with Adults providing oversight of a daily Therapeutic Support program. Work with other community partners on development of support systems for families. Assist in Direct supervision of support staff. Provision on Intensive In-home services for children and adults with behavioral and intellectual disabilities.

1988-1989 **Activities Coordinator, House-Parent**, Hope Hill Children's Home,

Hope, Kentucky *Responsibilities included:* Development and Coordination of all activities for 30-35 residents of all ages in child care setting. Live in supervisor for house of 10 teens. Provide meals, oversight of daily living activities and counseling services.

1987-1988 **Coordinator, YWCA School Age Program, Anderson Indiana**  
*Responsibilities included:* Oversight of 12-15 school age children in after-school setting, development of programming and activities. Supervision of assistants.

#### **PUBLISHED MANUSCRIPTS:**

Groeber, Chris, 1997. My History of Me: Life book for Foster Children...Eastern Kentucky University Press

Groeber, Chris, 1997. Workers Guide to Life Book Development...Eastern Kentucky University Press

Gore, Michelle & Chris Groeber, 2001. Journal of Baccalaureate Social Work, Fall 2002. Improving Outcomes for Students, Social Work Education and Agencies in Public Child Welfare

Collins-Camargo, C., & Groeber, C. (2003). Adventures in partnership: Using learning laboratories to enhance frontline supervision in child welfare. *Professional Development: The International Journal of Continuing Social Work Education*, 6(1-2):17-31.

#### **GRANTS FUNDED:**

##### **RESEARCH**

Quality Improvement Center for Child Protection, Granted Oct 1, 2001, 2002, 2003, 2004, 2005 From Children's Bureau \$2.75 million dollars, Principle Investigator

Quality Improvement Center Addendum Granted 2003, 2004, Middle Managers Project, \$200,000, Principle Investigator

Friends National Resource Center, Granted Oct 1, 2002, 2003, 2004 From Family Support America/Children's Bureau \$300,000, Principal Investigator

Quality Improvement Center on Privatization of Child Welfare, Granted Oct 1, 2006, \$3,750,000, Co-Author (resigned at UK before funded)

## **SERVICE**

Successful Transitions, Granted July 2002, 2003, 2004, 2005 From Cabinet for Families and Children \$180,138.00, Principle Investigator

Community Collaboration for Children, Granted July 2001, 2002, 2003, 2004, 2005 Cabinet for Families and Children \$148,067.00, Principle Investigator

Parenting, Assessment, Support and Training, Granted Aug 2002, 2003, Prevent Child Abuse Kentucky \$83,584. Principle Investigator

Office of Training Support, Granted July 2001, 2002, 2003, 2004, 2005 Eastern Kentucky University \$457,088 Co Principle Investigator

Technology and Child Welfare, Granted July 2002, 2003 Eastern Kentucky University, \$161,755, Co-Principle Investigator

Workforce Development, Youth Work Identification \$75,000, Principle Investigator

Kentucky Youth Transition Program, July 2003, 2004, 2005 \$300,000 Principle Investigator

Family Group Team Meeting Grant, May 2004, \$130,000 Principle Investigator

Kentucky Department for Juvenile Justice, Community Juvenile Justice Partnership Grant. Grant Author \$75,000 April 2006

Florida Department for Juvenile Justice, CJJPG Grant Funded for Kids Central Incorporated, Primary Grant Author \$65,000 July 2007

Morehead State University, Community Engagement Grants, primary author, \$25,000 2009 and 2010.

Office of Vocational Rehabilitation, \$200,000 "OPT In" for Employment Supports, October 2014, \$200,000 October 2015, \$200,000 July 2016

## **NATIONAL PRESENTATIONS:**



1999 Child Welfare League of America: Tools that Work Conference, Cape Cod, MA “Development and Use of a Case Weighting Tool that Works”

1999 American Humane Association Conference: Sub-Contracting of Child Welfare Services, St. Petersburg, FL “Outcomes Based Management.

1999 Council on Accreditation Public Agency Roundtable, Lexington, KY Utilizing CQI as a tool for improvement

2000 Council on Accreditation Spring Public Agency Roundtable, Prescott AZ Utilizing CQI as a tool for improvement

2001 Council on Accreditation Public Agency Roundtable Fall, Chicago, IL, University Partnerships and COA Accreditation

2001 Council on Accreditation Public Agency Roundtable Spring Keynote, Seattle WA, University Partnerships and COA Accreditation

2000 Metro United Way Community Partnership Conference, Louisville, KY, Improving Our Serve through Accreditation

2001 National Institute for Governmental Innovation Collaboration Keynote: Universities and Local Agencies a model, Sacramento CA.

2003 Presenter at the 14<sup>th</sup> annual National Conference on Children and Families, St. Louis, MO.: QIC Evaluation.

2003 Keynote Speaker, Family Support America National Roundtable on Well-being, Lexington, KY

2003 CWLA, Tools that work Conference Speaker, Miami, FLA: QIC project

2003 Presenter and Facilitator at the Not for Profit Leaders State Roundtable: Measuring Outcomes

2004 Keynote for Missouri Department for Human Services Statewide Conference

2005 March Keynote at the Mississippi Department for Children’s Services Statewide Conference

2005 September Keynote Missouri Department for Human Services  
Statewide Conference

2006 May, Facilitated National Meeting for Voices for America's Children  
in Washington, D.C.

2015, Fall IARCA, Indianapolis, Indiana Conference on Outcomes:  
Working without a Baseline, Measuring Outcomes for Children with  
Autism in Out of Home Care

2016, July, Foster Family Treatment Association, New Orleans, LA;  
Towards of Model of Community Care for Children with ASD

2016, Fall, National Child Abuse and Neglect Conference, Washington DC,  
Towards a model of community care for children and young people with  
dual diagnosis.

2017, Summer, Department for Children Families Summit, Orlando,  
Florida, Human Trafficking Awareness

2018, Fall, Mississippi Department of Child Protection Services, Jackson  
Mississippi. Families First Legislative 2-day Training

**STATE PRESENTATIONS:**

2000 Behavior Management of Difficult Children, Lexington KY

2000 Children and Families 2000 Bridging Research to Practice: Public  
Agency University Partnerships, UK

2001 Statewide Foster Parents Conference: Behavior Management of  
Difficult Children Richmond, KY

2002 Bridging the Gap, Fayette County Schools Diversity Conference  
Lexington, KY

2002 Macro Practice and Grantsmanship Covington KY

2005 April Keynote at the Commonwealth Parent Leadership Institute  
Graduation, Prichard Committee for Academic Excellence

2005 May Present at Kentucky Fatherhood Conference, Luncheon  
Keynote Speaker, Fathering that Matters

2005 June Present at Kentucky Independent Living Conference,  
Conference Keynote Speaker

2005 September Presenter at Kids Are Worth it Conference, Grant-  
writing

2006 September, Safe Alternatives for Youth Conference “Foster difficult  
children in Transition.”

2006 September, Kentucky Kids are Worth It Conference “Using  
Wraparound to Reduce Risk and Improve Outcomes”

2007 November. Florida Coalition Conference “Re-building Independent  
Living: A Collaborative Approach.” Jacksonville, Florida.

2008, Spring, Florida Department for Children and Families, Practice  
Improvement in Frontline Supervision. Orlando, Florida

2008, Fall, Florida Department for Children and Families: Hiring Practices  
in Child Welfare, Orlando, Florida

2009, Spring. Use of Wraparound Programming to Reunify Child Welfare  
Involved Families Tampa FL National Children’s Mental Health Conference

2015, Spring, System of Care Conference, Creating Community  
Connections: Creating a Continuum of Care for Children with ASD

2015, Summer Foster Family Treatment Association, Denver Co, Creating  
Community Connections

2015, Fall, Closing Key Note, Kentucky Practitioners Network, Lexington,  
Kentucky

2018: Numerous Florida Presentations: Department for Children and  
Families, Community Based Care agencies

**MEMBERSHIPS (Past and Present):**

Child Welfare League of America, Professional Development Team  
Fellow, Kentucky Appalachian Center  
CARF International Behavioral Health Standards Committee  
State of Kentucky Consortium on Aging  
Mental Health Consortium  
Governors Appointee, Governors Task Force on Out of Home Care

Deans Administrative Council, UK College of Social Work  
National Conference on Community and Justice, Erasing Racism  
Kentucky Hispanic Action Forum  
Council on Social Work Education  
University of Kentucky President's Council on Outreach  
Former Board of Trustees, Metro Group Homes  
Great Schools Initiative Planning Council  
Mayor's Task Force on Hispanic Workforce Chair  
Kentucky Clinical Society  
University of Kentucky College of Social Work Advisory Board  
Kentucky Council on Comprehensive Immigration Reform  
Board of Trustees Center on Human Entrepreneurship Services  
Expert Consultant, Florida Center for Advancement of Child Welfare  
Practice  
Former Kentucky Horseman Foundation Board Member  
Former Board member Aids Volunteers of Lexington  
Youth Building Committee Chair, First Church of God  
Kentucky Cabinet for Health and Family Services Child Welfare Kentucky  
Cabinet for Health and Family Services Finance Modernization, Chair  
Board Member More Too Life/Board Chair 2017-18

**OTHER SERVICE EXPERIENCE:**

Trained facilitator. Extensive international travel and work including work with Mother Teresa in Calcutta India, Work in Ecuador and Costa Rica. Teaching school in Chelyabinsk Russia (1994 sabbatical). Consultant for various local, state and national agencies on issues regarding child and adolescent protection and outcomes management. Member of the Child Welfare League of America's International Projects oversight committee, Council on Accreditation National Peer Reviewer. Developed National Public Accreditation Roundtables. Extensive national training presentation experience. Developed numerous curriculums on Foster and Adoptive Care, Adolescent Abuse and Neglect and Behavior Management.

**INTERESTS**

International Travel, Reading, Teaching, Writing, Gardening, Outdoor Activities.

**TEACHING PHILOSOPHY**

Much like the content of this resume' I believe teaching is more about facilitating the learning process than imparting facts. Certainly, presence and presentation are components, but truly trying to understand how a student learns through well worded questions and a sincere interest in that individual student is key to becoming a good

teacher. Investing in an individual student and starting “where they are” is foundational to creating the kind of environment where students want to learn. Learning new things is not only part of my own personal development process, but part of my professional development process as well. It is critical to be current and mentally nimble enough to make linkages between what is written in the text or evidence base and the real world; being able to say “why a concept or idea matters” is the best gift a teacher can give a student. Increasingly, people ask the question “what is in it for them?” Teachers must be prepared with answers to that question, as it is the reality of where students often come from. I believe in understanding the context of the learning environment and then making my courses as relevant and interesting as I can make them, hoping that students will engage not only from the perspective of a potential professional, but also from the perspective as global citizen.

**REFERENCES AVAILABLE UPON REQUEST**

Instructor Selection Committee  
USF School of Social Work  
University of South Florida  
Tampa, Florida, 33612

October 20, 2018

Dear Selection Committee:

I am pleased to submit my CV for your consideration for the position of Instructor. I received my MSW from the University of Kentucky in 1993 and subsequently completed 59 hours of post MSW work towards my Ph.D. You will note in my vita that I spent 5 years on faculty as an Assistant Clinical Professor at UK and numerous years as an adjunct at both Eastern Kentucky University and Morehead State University. Additionally, during my 30-year career the primary focus has been child welfare. During that time, I have worked in both the public and private arenas. I have held numerous leadership positions and worked in most aspect of child welfare, including my most recent position as American/National CEO of an International Foster Care Organization. I have worked as a child welfare administrator as well as a frontline practitioner. My wife and I were also foster parents.

Academically, I have taught numerous courses, including HBSE, Policy, Child Welfare and Group work to name a few. I was also fortunate to be involved with the initial development of “on-line” learning at UK, when we were just discovering the potential of the medium. During my career I have been lucky enough to work providing counseling to children who had been sexually abused; then later in my career write policies that would improve that treatment in culturally responsive ways. I have worked on numerous accreditation efforts as well as federal policy implementation endeavors. During my tenure at UK I was Principle Investigator on two major federal projects including the first National Quality Improvement Center on Frontline Supervision in Child Welfare and The National Quality Improvement Center on Privatization of Child Welfare Services. Currently, I am teaching in the USF MSW program and am thoroughly enjoying working with students on their understanding of Policy Evaluation.

Currently, I find myself doing quite a bit of consulting in Child Welfare including working with the Florida Department for Children and Families on worker competence, The Florida Certification Board on Child Welfare Competency Improvement, Annie E Casey Foundation on an evaluation of their training and technical assistance programming, The Children’s Home Network on marketing their evidence based Kinship Care model and the State of Nebraska on an evaluation of their current privatization efforts. Child Welfare is simply in my blood and I have been fortunate to see it from many angles. I would be thrilled to discuss my qualifications with your more thoroughly if you are interested.

Sincerely Submitted,

Chris Groeber, [Chrisatgroandco@gmail.com](mailto:Chrisatgroandco@gmail.com)