

CURRICULUM VITAE
MICHEAL L. SHIER

CONTACT: School of Social Policy and Practice
University of Pennsylvania
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ACADEMIC EXPERIENCE/APPOINTMENTS

- 2010 – present Doctoral Research Fellow, School of Social Policy & Practice,
University of Pennsylvania
- 2010 – present Managing Editor, Nonprofit and Voluntary Sector Quarterly
(NVSQ)
- 2010 – present Research Associate, University of Calgary, Faculty of Social Work
- 2008 - 2010 Murray Fraser Professorship Research Coordinator, University of
Calgary, Faculty of Social Work
- 2006 – 2008 Research Assistant, Faculty of Social Work, University of Calgary

EDUCATIONAL BACKGROUND

- Present Doctor of Philosophy, University of Pennsylvania
*Dissertation: Explaining direct social service non-profit
organizations that undertake transformative programs and
initiatives: Characteristics of intra- and inter- organizational
context*
- 2010 Master of Social Work, University of Calgary
*Thesis: Human service organizations and the social environment:
Making connections between practice and theory*
- 2008 Bachelor of Social Work (with Distinction), University of Calgary
- 2002 Bachelor of Arts in Political Science, University of Lethbridge

Citizenship: Canadian

SCHOLARLY ACTIVITIES**Publications:****Books:**

Jones, M.E., Graham, J.R., & Shier, M.L. (contracted and in progress). *Living precariously: Inside the world of an economic underclass*. Waterloo, ON: Wilfred Laurier University Press.

Book Chapters:

Shier, M.L., & Graham, J.R. (contracted and in progress). Canadian social policy. In C. Franklin (Ed.). *Encyclopedia of social work online*. New York, NY: Oxford University Press.

Shier, M.L., & Handy, F. (submitted). Give India: Web donations in an emerging nonprofit market. In Cnaan, R.A., & Vinokur-Kaplan, D (Eds.). *Innovative nonprofits: Organizations that make a difference*. Sage Publications.

Graham, J.R., & Shier, M.L. (2012). Religion, spirituality and social work in academic settings. In Groen, J., Graham, J.R., & Coholic, D. (Eds.), *Spirituality in Education and Social Work: An Interdisciplinary Dialogue* (pp. 35-56). Waterloo, CA: Wilfred Laurier University Press.

Shier, M.L., & Graham, J.R. (2012). Social work, religion, culture and spirituality. In K. Lyons, T. Hokenstad, M Pawar, and N. Huegler (Eds.). *The Sage Handbook of International Social Work* (pp. 279-293). London, UK: Sage Publications.

Shier, M.L. (2011). Problem solving and social work. In F. J. Turner (Ed.). *Social work treatment: Interlocking theoretical approaches (5th Edition)* (pp. 364-373). New York: Oxford University Press.

Journal Articles:

Graham, J.R., & Shier, M.L. (in press). Professional expectations and those of social work: Implications for social worker subjective well-being. *Journal of Social Work Practice*.

Shier, M.L., Graham, J.R., & Goitam, M. (in press). Youth experiences with securing employment: Perceptions of and experiences with employer discrimination and expectations hinder successful labour market attachment. *Canadian Review of Social Policy*.

Graham, J.R., Fukuda, E., Shier, M.L., Kline, T.B.J., Brownlee, K., & Novik, N. (in press). Demographic, work-related, and life satisfaction predictors of Northern social workers' satisfaction with work and profession. *International Social Work*.

- Jones, M.E., Shier, M.L., & Graham, J.R. (in press). Social exclusion and self-esteem: The impact of the identity – bureaucracy nexus on employed people experiencing homelessness. *Journal of Comparative Social Welfare*.
- Shier, M.L., Graham, J.R., Deane, L., & Jones, M.E. (in press). Leadership in a Chinese advocacy focused non-profit organization: Adaptability to context for leadership success. *Social Development Issues*.
- Shier, M.L., & Graham, J.R. (2013). Organizations and social worker well-being: The intra-organizational context of practice and its impact on practitioner's subjective well-being. *Journal of Health and Human Services Administration*, 36(1), 61-90.
- Shier, M.L., Graham, J.R., Fukuda, E., Brownlee, K., Kline, T.B.J., Walji, S.A., & Novik, N. (2012). Social workers and satisfaction with child welfare work: Aspects of work, profession and personal life that contribute to turnover. *Child Welfare Journal*, 91(5), 117-138.
- Shier, M.L., & Handy, F. (2012). Understanding online donor behavior: The role of donor characteristics, perceptions of the internet, website and program, and influence from social networks. *International Journal of Nonprofit and Voluntary Sector Marketing*, 17(3), 219-230.
- Graham, J.R., Shier, M.L., & Brownlee, K. (2012). Contexts of practice and their impact on social work: A comparative analysis of the context of geography and culture. *Journal of Ethnic and Cultural Diversity in Social Work*, 21(2), 111-128.
- Shier, M.L., Jones, M.E., & Graham, J.R. (2012). Employment difficulties experienced by employed homeless people: Labour market factors that contribute to and maintain homelessness. *Journal of Poverty*, 16(1), 27-47.
- Jones, M.E., Shier, M.L., & Graham, J.R. (2012). Aspects of intimate relationships that can impact stable housing: Insight from a homeless sub-population in a large Canadian city. *Journal of Social Policy*, 41(1), 101-117.
- Shier, M.L., Jones, M.E., & Graham, J.R. (2011). Socio-cultural factors to consider when addressing vulnerability of social service users: Insights from women experiencing homelessness. *Affilia: Journal of Women and Social Work*, 26(3).
- Shier, M.L., & Graham, J.R. (2011). Work-related factors that impact social work practitioners' subjective well-being: Well-being in the workplace. *Journal of Social Work*, 11(4), 402-421.
- Shier, M.L., Jones, M.E., & Graham, J.R. (2011). Social communities and homelessness: A broader concept analysis of social relationships and being homeless. *Journal of Human Behavior in the Social Environment*, 21(5), 455-474.

- Graham, J.R., & Shier, M.L. (2011). Making sense of their world: Aspects of spirituality and subjective well-being of practicing social workers. *Journal of Religion and Spirituality in Social Work: Social Thought*, 30(3), 1-19.
- Shier, M.L., Sinclair, C., & Gault, L. (2011). Challenging 'ableism' and teaching about disability in a social work classroom: A training module for generalist social workers working with people disabled by the social environment. *Critical Social Work*, 12(1), 47-64.
- Shier, M.L., Engstrom, S., & Graham, J.R. (2011). International migration and social work: A review of the literature. *Journal of Immigrant and Refugee Studies*, 9(1), 38-56.
- Shier, M.L., & Graham, J.R. (2011). Mindfulness, subjective well-being, and social work: Insight into their interconnection from social work practitioners. *Social Work Education*. 30(1), 29-44.
- Walsh, C.A., Shier, M.L., & Graham, J.R. (2010). Local community engagement: Implications for youth shelter and support services. *Canadian Journal of Urban Research*, 19(2), 46-61.
- Shier, M.L., Jones, M.E., & Graham, J.R. (2010). Perspectives of self and situation of employed people experiencing homelessness: Challenging socially constructed perceptions and stereotypes. *Journal of Sociology and Social Welfare*, 37(4), 13-37.
- Shier, M.L., Jones, M.E., & Graham, J.R. (2010). Turnaround points: The role of help seeking and service delivery for employed people experiencing homelessness in Calgary, Canada. *Social Development Issues*, 32(3), 50-64.
- Walsh, C.A., Beamer, K., Alexander, C., Shier, M.L., Loates, M. & Graham, J.R. (2010). Listening to the silenced: Informing homeless shelter design for women through investigation of site, situation, and service. *Social Development Issues*, 32(3), 35-49.
- Walsh, C. A., Shier, M. L., Sitter K. C., & Sieppert, J. D. (2010). Applied methods of teaching about oppression and diversity to graduate social work students: A case example of digital stories. *The Canadian Journal for the Scholarship of Teaching and Learning*, 1(2), 1-15.
- Shier, M.L., Graham, J.R. & Jones, M.E. (2010). Social capital for vulnerable groups: Insight from employed people experiencing homelessness. *Journal of Social Distress and the Homeless*, 19(3/4), 132-155.
- Graham, J.R., & Shier, M.L. (2010). Social work practitioners and subjective well-being: Personal factors that contribute to high levels of subjective well-being. *International Social Work*. 53(6), 757-772.

- Graham, J.R., & Shier, M.L. (2010). The social work profession and subjective well-being: The impact of a profession on overall subjective well-being. *British Journal of Social Work, 40*(5), 1553-1572.
- Graham, J.R., Jones, M.E., & Shier, M. (2010). Tipping Points: What participants found valuable in labour market training programs for vulnerable groups. *International Journal of Social Welfare, 19*(1), 63-72.
- Walsh, C.A., Graham, J.R., & Shier, M. (2009). Towards a common goal for shelter service. *Social Development Issues, 31*(2), 57-69.
- Graham, J.R., Walsh, C.A., & Shier, M. (2009). The application of precedent methodology to analyze homeless shelter service delivery. *International Journal of Multiple Research Approaches, 3*(2), 203-211.
- Graham, J.R., Shier, M.L., Jones, M.E., & Grey, E. (2009). Individualism: Perceptions of people experiencing difficulties integrating into labour markets. *Canadian Review of Social Policy, 62*, 1-16.
- Graham, J.R. & Shier, M. (2009). Religion and social work: An Analysis of Faith Traditions, Themes, and Global North/South Authorship. *Journal of Religion and Spirituality in Social Work, 28*(1/2), 215-233.
- Shier, M., Graham, J.R., & Jones, M.E. (2009). Barriers to employment as experienced by disabled people: A qualitative analysis in Calgary and Regina, Canada. *Disability and Society, 24*(1), 63-75.
- Graham, J.R., Brownlee, K., Shier, M., & Doucette, E. (2008). Localization of social work knowledge in Canada's geographic norths: An exploratory qualitative analysis of practitioner adaptations to social work knowledge in northern Ontario and Northwest Territories. *Arctic: Journal of the Arctic Institute of North America, 61*(4), 399-406.
- Walsh, C.A., Hewson, J., Shier, M., & Morales, E. (2008). Unraveling ethics: Reflections from a community-based participatory research project with youth. *The Qualitative Report, 13*(3), 379-393.
- Jones, M.E., Graham, J.R., & Shier, M.L. (2007/2008). Linking transportation inadequacies to negative employment outcomes: Moving beyond placing blame on individuals for unemployment. *Canadian Review of Social Policy, 60/61*, 91-108.
- Shier, M., Walsh, C.A., & Graham, J.R. (2007). Conceptualizing optimum homeless shelter service delivery: The interconnection between programming, community, and the built environment. *Canadian Journal of Urban Research, 16*(1), 58-75.

Book Reviews:

Shier, M.L. (2012). Review of: Handbook of practical program evaluation (3rd Edition). *Nonprofit and Voluntary Sector Quarterly*, 41(6), 1269-1272.

Technical Reports:

Graham, J.R., Shier, M.L., Nicolas, D., Newberry, A., & Ramirez, J. (2012). *Stress and well-being among AUPE Local-006 members: 2012 Summary Report*. Prepared for the Alberta Union of Public Employees, Edmonton, Alberta, Canada.

Shier, M.L. (2011). *Summary survey results report: Predictors of youth program satisfaction and intention to leave*. Prepared for the Southern Alberta Division (Navy Cadet) of the Regional Cadet Support Unit (Prairie), Department of National Defense.

Shier, M.L., & Geake, R. (2009). *The Calgary SCOPE Society's Foundations and Practices working with Dual Diagnosed Adults and Children: The mobilization of practice knowledge*. Prepared for the Calgary SCOPE Society, Calgary, Alberta, Canada.

Shier, M., Hewson, J., & Miller, P. (2008). *Independent evaluation of the Treaty 8 First Nations of Alberta Family Service Delivery Model: Phase I*. Prepared for the Children's Agenda, Treaty 8 Health Authority, Edmonton, Alberta, Canada.

Interactive Media:

Fronek, P. (Host). (2013, February 16). Mindfulness: In conversation with Micheal Shier [Episode 44]. *Podsocs*. <http://www.podsocs.com/podcast/mindfulness/>

Shier, M.L., Sinclair, C., & Gault, L. (2009). *Apologizing: A digital-story teaching about 'ableism'*. <http://fsw.ucalgary.ca/Stories>

Refereed Conference Presentations:

Shier, M.L., & Handy, F. (2012, November). The use of scales in NVSQ: From trends to goals. Part of the colloquium *Scale development in nonprofit research*. Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2012 Annual Conference, Indianapolis, Indiana, USA.

McDougle, L., Shier, M.L., & Handy, F. (2011, November). The role of civil society organizations in communities: Conceptualization of a "civic footprint". Association of Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) 2011 Annual Conference, Toronto, Ontario, Canada

Jones, M.E., Graham, J.R., & Shier, M.L. (2010, August). Social exclusion and self-esteem: The impact of the identity-bureaucracy nexus on employed people

experiencing homelessness. 5th International Conference on Interdisciplinary Social Sciences, University of Cambridge, Cambridge, United Kingdom.

Graham, J.R., Shier, M.L., & Jones, M.E. (2010, August). Human and social capital for vulnerable populations: Insight from employed people experiencing homelessness. 5th International Conference on Interdisciplinary Social Sciences, University of Cambridge, Cambridge, United Kingdom.

Graham, J.R., & Shier, M.L. (2010, June). Subjective well being, spirituality, and the human services. 5th North American Conference on Spirituality and Social Work, University of Calgary, Calgary, Canada.

Graham, J.R., Shier, M.L., & Jones, M.E (2010, June). Human and social capital for vulnerable populations: Insight from women experiencing homelessness to improve service delivery methods. 2010 Joint World Conference on Social Work and Social Development, Hong Kong.

** Received Best Abstract Award (Researcher)*

Walsh, C.A., Sitter, K.C., Sieppert, J.D., & Shier, M. (2009, July). Creating Digital Stories/Challenging Oppression/Asserting Human Rights. 4th International Conference on the Arts in Society, Venice, Italy.

Walsh, C.A., Sitter, K.C, Sieppert, J.D, & Shier, M. (2009, June). Creating our Stories: Transforming Privilege through Digital Storytelling. The Pedagogy of Privilege: Teaching, Learning, & Praxis conference. Faculty of Social Work, University of Denver, Denver, Colorado USA.

Graham, J.R., Shier, M., & Jones, M. (2009, May), Labour Market Integration for Vulnerable People. Canadian Association for Social Work Education, Carleton University, May 27-29, 2009.

Shier, M., & Geake, R. (2009, March). The foundations and practices of a local service organization: The mobilization of practice knowledge through community based research. 2nd Annual Faculty of Social Work Research Day, Faculty of Social Work, University of Calgary, March 19, 2009.

Brownlee, K., Neckoway, R., Graham, J.R., Doucette, E., & Shier, M. (2008, July). Poster presentation of: Localization of Social Work Practice in Canada's North. International Association of Schools of Social Work (IASSW) 34th Global Social Work Conference. Durban, South Africa

Shier, M., Graham, J.R., Walsh, C.A., & Sandalack, B.A. (2008, May). Using a precedent methodological approach to comparatively analyse social service delivery. 25th Annual Qualitative Analysis Conference. Fredericton, New Brunswick, Canada

- Walsh, C.A., Hewson, J.A., Shier, M., Morales, E. (2008, May). Exploring Ethical Dilemmas in a Community-based Participatory Research Project with Youth. Community-University Exposition 2008, Victoria, British Columbia, Canada.
- Morales, E., Hewson, J., Walsh, C. A., & Shier, M. (2008, May). Social inclusion for disadvantaged youth: Lessons from the images for action study. Social Work National Conference. Toronto, Ontario, Canada
- Shier, M. (2007, November). Poster presentation of: Designing for Health: Examining the Spatial and Social Features for Optimizing Health and Well-being among Homeless Persons. Student Union Undergraduate Research Symposium, University of Calgary.
- Jones, M., Graham, J.R., & Shier, M. (2007, April). Linking transportation inadequacies to negative employment outcomes: Moving beyond placing blame on individuals. Western Social Sciences Association Annual Conference. Calgary, Alberta, Canada.

Invited Research Presentations (Non-refereed):

- Graham, J.R., & Shier, M.L. (2013, September). Stress and well-being in the human services workplace. Alberta Union of Provincial Employees Annual Conference, Red Deer, Alberta.
- Graham, J.R., Tanescu, A., Williamson, D., Newberry, A., Shier, M.L., & Fukudo, E. (May, 2011). Alberta seven cities quantitative survey analysis. Paper presented to HRSDC Policy Decision Makers, and to CMHC Policy Experts, Ottawa, Ontario.
- Shier, M. & Geake, R. (2009, April). The power of knowledge: Facilitating the mobilization and movement of knowledge within a disability services organization. Alberta Council of Disability Services Annual Conference, Kananaskis, Alberta.
- Shier, M. (2007, April). Academic and Professional Credentials of Senior Public Service Employees in Government Departments Relating to Health: Educational and Employment Backgrounds. Undergraduate Student Research Program Research Symposium, University of Calgary.
- Shier, M. (2006, August). Academic and Professional Credentials of Senior Public Service Employees in Government Departments Relating to Health: Educational and Employment Backgrounds. Canadian Institutes of Health Research Undergraduate Research Symposium, University of Calgary.

Peer Review:

2013 Manuscript reviewer for *Action Research Journal*

- 2013 Chapter reviewer for the edited book *Innovative nonprofits: Organizations that make a difference*
- 2013 Manuscript reviewer for *International Social Work*
- 2013 Manuscript reviewer for *Journal of Social Work*
- 2012 Manuscript reviewer for *Canadian Journal of Urban Research*
- 2012 Manuscript reviewer for *Journal of Enterprising Communities*
- 2012 Manuscript reviewer for *International Social Work* (x2)
- 2012 Manuscript reviewer for *Social Work Education* (x2)
- 2012 Manuscript reviewer for *Nonprofit and Voluntary Sector Quarterly* (x2)
- 2011 Manuscript reviewer for *Journal of Social Work*
- 2011 Manuscript reviewer for *Canadian Journal of Urban Research*
- 2011 Manuscript reviewer for *Nonprofit and Voluntary Sector Quarterly*

TEACHING

Practicum Supervision:

2009/2010 Field Placement Supervisor - Mount Royal University, Calgary, Alberta

Guest Lectures/Community Presentations, Not Peer Reviewed:

Shier, M.L. (2011, November). Guest instructor on Qualitative Research Methods for the PhD course SOWK 852 – Social Welfare Research Methods (2.5 hours), School of Social Policy and Practice, University of Pennsylvania.

Shier, M. (2010, January). Repertoires of something: Assessing methods of interaction to determine our service delivery goals. In service training presentation (4 hours) provided to the Community Support Team of the Calgary SCOPE Society.

Shier, M. (2009, March). From best practices to organizational policy development: The role of reflective knowledge and being critical. In service training presentation (6 hours) provided to the Community Support Team of the Calgary SCOPE Society.

Shier, M. (2009, February). Towards best practices: The use of representational knowledge in practice. In service training presentation (2 hours) provided to the Community Support Team of the Calgary SCOPE Society.

Shier, M. (2009, February). Exploring relational knowledge through circles of commitment. In service training presentation (2 hours) provided to the Community Support Team of the Calgary SCOPE Society.

Shier, M. (2009, January). Ableism and disability in theoretical context. In service training presentation (1.5 hours) provided to the Community Support Team of the Calgary SCOPE Society.

Shier, M., & Huston, C. (2007, October). Images of social action. Presentation (1 hour) for the course: *Community Organizations (SLWK 1221)*, Mount Royal College – Course Instructor: Ryan Geake, MSW, RSW

MEMBERSHIP IN PROFESSIONAL SOCIETIES AND ASSOCIATIONS

2010- present Association of Research on Nonprofit Organizations and Voluntary Activity (ARNOVA)

2008 – 2010 Registered Social Worker (RSW # 9383), Alberta College of Social Workers (ACSW)

STUDENT AWARDS/STUDENTSHIPS/FELLOWSHIPS/GRANTS

2011-2014 Social Sciences and Humanities Research Council Doctoral Fellowship, Government of Canada

2011-2012 Chai Doctoral Student Fellowship, School of Social Policy and Practice, University of Pennsylvania

2011 Graduate and Professional Students' Association Individual Travel Grant, University of Pennsylvania

2010-2014 Doctoral Research Fellowship, School of Social Policy and Practice, University of Pennsylvania.

2010 Student Publication Award, Faculty of Social Work, University of Calgary

2008-2009 Joseph-Armand Bombardier Canada Graduate Scholarship, Fellowships and Institutional Grants Division, Social Sciences and Humanities Research Council, Government of Canada

2008-2009 Dean's Research Excellence Award (SSHRC & CIHR), Faculty of Graduate Studies, University of Calgary

2008 Recognition of Excellence Award for Personal Achievement, Faculty of Social Work, University of Calgary

2008 Qualitative Analysis Conference Travel Grant, University of New Brunswick

2008 Students' Union Academic Travel and Conference Grant, University of Calgary

2007 Louise McKinney Scholarship, Alberta Minister of Advanced Education and Technology, Government of Alberta

- 2007 Undergraduate Merit Award, University of Calgary
- 2007 Students' Union Campus Involvement Award, University of Calgary
- 2007 Program for Undergraduate Research Experience (PURE) Award, University of Calgary. Supervisors – Dr. John R. Graham and Dr. Christine Walsh
- 2006-2007 Undergraduate Student Research Program (USRP) in Health and Wellness, Studentship - University of Calgary. Supervisor – Dr. John R. Graham
- 2006 Canadian Institutes of Health Research Professional Student Research Award, Government of Canada. Supervisor – Dr. John R. Graham
- 2006 Undergraduate Research Award, University of Calgary. Supervisor – Dr. John R. Graham
- 1998 Alexander Rutherford Scholarship, Government of Alberta

DIRECT SOCIAL SERVICE PAID EXPERIENCE

- 2005 – 2010 **On-Call Program Supervisor, Calgary SCOPE Society.** Supervise large community support type program with 100+ frontline support workers and 46 adult clients with developmental disabilities and concurrent mental health diagnoses. Provided program and emergency and crisis supervision to frontline support workers working with dual diagnosed adults; utilized crisis counseling methods of intervention with clients in crisis – including behavioural, emotional, social, and psychological crises; undertook individual and community based risk assessments; employed emergency restrictives and accessed generic emergency services when needed; utilized a social justice framework of intervention with a focus on client advocacy and individual choice.
- 2003 – 2005 **Community Support Worker, Calgary SCOPE Society.** Provided residential supports, vocational training/job shadowing, medication administration and monitoring, crisis management, and informal counseling, and employed client centred and directed interventions to better promote community inclusion of dual diagnosed adult population.
- 2002 – 2003 **Recreational Support Worker, Southern Alberta Society for the Handicapped.** Direct client support for developmentally delayed adults; informal counseling; crisis management; residential support and problem solving.