

TINA M. SOUDERS

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Education

- 1998-2001 J.D. School of Law, North Carolina Central University, Evening Program, *Cum Laude*, Durham, NC.
- 1991-1993 M.S.W. School of Social Work, University of Illinois at Urbana-Champaign, Urbana, IL.
- 1980-1984 B.A. Sociology, Bloomsburg University of Pennsylvania, Bloomsburg, PA.
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Professional Experience

- 2005- present ***Director, Winston-Salem Distance Education MSW Program***
UNC-CH, School of Social Work. Winston-Salem, NC Rank: Clinical Assistant Professor. Responsibilities include administration, recruitment and supervision of faculty, field instructors and students, advisement, field supervision, public relations, community participation, course development and instruction.
- 2001-present ***Consultant and Trainer***
Winston-Salem, NC. Provide consultation and training to individuals and groups on a range of topics including social work ethics, clinical supervision, and legal-related issues.
- 2000-2005 ***Director of Quality Improvement & Director of Integrated Services***
The Children's Home, Inc. Winston-Salem, NC.
- 1995-2000 ***Lead Willie M. Regional Service Manager, Willie M. Regional Service Manager & Area Program Consultant***
NC DMH/DD/SAS, Raleigh, NC.
- 1989-1995 ***Cottage Director, Intake Coordinator, Program Services Assistant & Child Care Worker***
Cunningham Children's Home, Urbana, IL.
- 1993-1995 ***Instructor, Sociology Department***
Parkland College, Champaign, IL.
- 1988-1990 ***Assistant Probation Officer***
Champaign County Youth Detention Center, Urbana, IL.

Publications

DeVito, D., Strom-Gottfried, K., & **Souders, T.** (July 2010). *FAQ on Confidentiality and HIV+ Clients*. Theimann Advisory. School of Social Work, University of North Carolina at Chapel Hill.

Souders, T., Strom-Gottfried, K., & DeVito, D. (June 2009). *FAQ on Services to Minors of Divorced Parents*. Theimann Advisory. School of Social Work, University of North Carolina at Chapel Hill.

Souders, T. (2005, June/July). *Ethics Survey Results*. NASW-NC Newsletter.

Souders, T. (2005, December/January). *Legal Resources for Social Workers on the Internet*. NASW-NC Newsletter-

Behar, L.B. & **Souders, T.M.** (1997). *The Status of Sexually Aggressive Youth in North Carolina 1996-1997*. North Carolina Division of Mental Health, Developmental Disabilities and Substance Abuse Services, Child and Family Services Section. Raleigh, NC.

Poster Presentation

Reath, K. & **Souders, T.** (2007). *Marketing Distance Education: Hybrid Strategies for Today's Applicants*. Council on Social Work Education Annual Program Meeting, San Francisco, CA.

Teaching Record: School of Social Work

2011	SoWo 851:	Social Work Practice with Groups
2006, 2007, 2008, 2010	SoWo 249/874:	Management and Community Practice // Management and Administration: Theory and Practice
2006, 2010	SoWo 730:	Social Work and the Law
2006	Law 213.1:	Non-Profit Law- Independent Study
2005, 2006, 2007, 2008, 2009, 2010	SoWo 380/715:	Integrated Bridge Course: Social Policy & Discrimination and Inequality

Selected Workshops, Presentations and Trainings

2011 Invited Presentation: *Students and Social Media: What Social Workers Need to Know*. Winston-Salem Forsyth County School Social Workers, Winston-Salem, NC.

- 2011 Invited Presentation: *Does Technology Revolutionize the Way We Counsel?* Crossroads Counseling Center, Inc. Hickory, NC.
- 2010 Invited Presentation: *Will you be my friend?* Field Appreciation Day, School of Social Work, UNC, Chapel Hill, NC. Also presented at Greensboro Local Program Unit and Greensboro AHEC, Greensboro, NC.
- 2010 Presentation: *Ethics in Clinical Care Management.* Baptist Hospital, Social Work Department, Winston-Salem, NC.
- 2010 Keynote Speaker: *Recession Ethics: Ethical Practice in Difficult Economic Times.* NASW-NC, Wilmington, NC. Also invited presentation at Asheville Local Program Unit, Asheville, NC.
- 2010 Invited Presentation: *Diving Into Clinical Supervision: Ethical and Legal Considerations.* North Carolina National Association of Social Work Clinical Supervision Certificate Training. Greensboro, NC.
- 2010 Invited Workshop: *Ethical and Legal Considerations of Clinical Practice with Catholic Charities.* Raleigh, NC.
- 2009 Presentation: *Shades of Gray: Exposing the Nuances of Professional Ethical Boundaries and Dual Relationships.* Charlotte AHEC, Charlotte, NC, Mountain AHEC- Asheville, Crossroads Counseling, LLC. Hickory, NC, Fellowship Hall, Reidsville, NC, Greenville AHEC, Greenville, NC.
- 2009 Invited presentation: *Ethical boundaries in the 21st century.* NC Council of Community Programs, Pinehurst, NC.
- 2009 Keynote presentation: *Ethics in Practice: Terminating Therapeutic Work with Clients.* NASW-NC, Wilmington, NC.
- 2009 Invited presentation: *Diving Into Clinical Supervision: Ethical and Legal Considerations* North Carolina National Association of Social Work Clinical Supervision Certificate Training. Greensboro, NC.
- 2009 Invited presentation: *Ethics in Practice: Terminating Therapeutic Work with Clients.* Clinical Lecture Series, UNC-CH School of Social Work. Also presented at East Carolina University and Greenville LPU, Greenville, NC.
- 2009 Invited Keynote Speaker: *Shades of Gray: Exposing the Nuances of Professional Ethical Boundaries and Dual Relationships.* Delta State University, Field Education Conference, Cleveland, MS.
- 2009 Invited presentation: *Ethics in Practice.* Clinical Update and Psychopharmacology Review, Pinehurst, NC.
- 2009 Presentation: *Ethics in Practice: A day in the life of Help N. Yew.* SE AHEC, Pinehurst, NC, Northwest AHEC, Winston-Salem, NC.

- 2008 Invited Keynote Speaker: *Shades of Gray: Exposing the Nuances of Professional Ethical Boundaries and Dual Relationships*. Mary Lanning Memorial Hospital, Hastings NE.
- 2008 Invited Presentation: *Diving Into Clinical Supervision & Shades of Gray*, NASW-Mississippi, Natchez, MS.
- 2008 Invited Presentation: *The Ethics of Silence*. Career Day, UNC-CH School of Social Work, Chapel Hill, NC.
- 2007 Invited Presentation: *Diving Into Clinical Supervision: Ethical and Legal Considerations*. North Carolina National Association of Social Work Clinical Supervision Certificate Training. Charlotte, NC.
- 2007 Presentation: *Shades of Gray: Exposing the Nuances of Professional Ethical Boundaries and Dual Relationships*. Workshop conducted at Charlotte AHEC, Mountain AHEC, Asheville, NC and Fayetteville AHEC, NC.
- 2007 Keynote speaker: *The Ethics of Silence*. National Association of Social Workers Clinical Social Work Summer Institute. Wilmington, NC.
- 2006 Invited Presentation: *Diving Into Clinical Supervision: Ethical and Legal Considerations*. North Carolina National Association of Social Work Clinical Supervision Certificate Training. Charlotte, NC.
- 2006 Keynote speaker: *My Lips are Sealed: Ethical Supervision in the Midst of Supervisee Nondisclosure*. Annual Field Education Appreciation Day. Friday Center, Chapel Hill, NC. Co-presented with Theresa Palmer, MSW, LCSW, LMFT, AAMFT Approved Supervisor.
- 2006 Presentation: *Shades of Gray: Exposing the Nuances of Professional Ethical Boundaries and Dual Relationships*. Northwest AHEC, Winston-Salem, NC and Greensboro AHEC, Greensboro, NC.
- 2006 Presentation: *Walking the Ethics Tightrope: Paternalism in Social Work Practice*. Piedmont Local Program Unit of NASW-NC. Greensboro, NC, and UNC-CH Hospital Social Work Department, Chapel Hill, NC.
- 2005 Workshop: *Ethical Considerations in Working with SPMI Clients*. The Thirteenth Annual North Carolina Conference on Innovative Approaches in Psychiatric Rehabilitation at John Umstead Hospital. Butner, NC. Co-presented with Renee Gorby, RN, Elliot Silverstein, PhD, and Erica Wise, PhD.
- 2005 Presentation: *The Balancing Act: Self-determination and Client Well-being*. Boone Local Program Unit of NASW-NC. Boone, NC.
- 2005 Workshop: *Ethics in Case Management Practice with Families*. 16th Annual Baby Love Conference. Charlotte, NC.

- 2005 Keynote speaker: *Am I My Brother's Keeper?: Paternalism in Social Work Practice*. NASW-NC Clinical Social Work Summer Institute. Wilmington, NC.
- 2005 Invited Presentation: *Clinical Supervision: What it is AND what it isn't, Do you have what it takes?, Grab Bag and Diving Into Clinical Supervision*. North Carolina National Association of Social Work Clinical Supervision Certificate Training. High Point, NC.
- 2005 Presentation: *Helping Clients Help Themselves: Autonomy in Practice*. Public Health Social Work Conference. Asheboro, NC.
- 2005 Presentation: *Ethical Relationships: Honoring Boundaries with Clients*. Asheville Local Program Unit of NASW-NC. Asheville, NC.
- 2005 Presentation: *The Triangulation of Ethics*. Presentation conducted at the Piedmont Local Program Unit of NASW-NC. Greensboro, NC.
- 2004 Presentation: *So Now What? The Top Five Principles that Guide Ethical Decision Making*. North Carolina National Association of Social Work Fall Conference. Asheville, NC.
- 2004 Presentation: *How to Ethically Manage Boundaries and Dual Relationships*. North Carolina National Association of Social Work Summer Clinical Institute. Wilmington, NC.
- 2004 Invited presentation: *Diving into Clinical Supervision*. North Carolina National Association of Social Work Clinical Supervision Certificate Training. High Point, NC.
- 2004 Presentation: *The Resilient Supervisor*. North Carolina Child and Family Services Association Spring Conference. Asheboro, NC.
- 2004 Invited presentation: *Solving Ethical Dilemmas*. Fayetteville Local Program Unit, Annual Social Work Ethics Workshop. Fayetteville, NC.
- 2004 Presentation: *Ethics in Case Management*. Public Health Social Work Conference. Winston-Salem, NC.
- 2003 Presentation: *The Resilient Supervisor*. North Carolina National Association of Social Work Fall Conference. Maggie Valley, NC.
- 2003 Invited Presentation: *The Art of Ethical Decision Making*. Fayetteville Chapter of NASW, Annual Social Work Ethics Workshop. Fayetteville, NC.
- 2002 Presentation: *Ethical Testimony: Avoiding Breaches of Confidentiality on the Stand*. North Carolina National Association of Social Work Summer Clinical Institute. Wilmington, NC. Co-presented with Joy Marcum, MSW, ACSW, LCSW.

- 2002 Invited presentation: *Tarasoff and Its Progeny: What YOU Need to Know!* North Carolina National Association of Social Work Annual Ethics Conference. Raleigh, NC.
- 2001 Presentation: *Does Ethical Practice Really Reduce Liability?* North Carolina National Association of Social Work Annual Fall Conference. Wilmington, NC, and North Carolina Family Based Services Association, Winston-Salem, NC.
- 1999 Teleconference: *The New Juvenile Code & Its Impact on Mental Health Services.* **Willie M.** Section of DMH/DD/SAS. Raleigh, NC.
- 1999 Panel member: *Inter-agency Collaboration.* Department of Public Instruction BEH Summer Institute. Atlantic Beach, NC.
- 1998 Workshop: *Alphabet Soup- T/HP, AOI, AR, WMIS.* **Willie M.** Case Manager Orientation Training. Raleigh, NC.
- 1998 Workshop: *Every time a bell rings... using data to manage change.* **Willie M.** Leadership Conference. Raleigh, NC.
- 1997 Workshop: *Using Data to Monitor System Performance.* **Willie M.** Leadership Conference. Wilmington, NC.

Service to the University, Community and Profession

- 2009- present Finance Committee NASW-National Office
- 2009- present Delegate to National Delegate Assembly for NASW-NC
- 2009- present Chair, Advisory Board- Winston-Salem Distance Education MSW Program
- 2008-2010 President, The Adam Foundation, Inc.
- 2007-2010 Board Member, The Adam Foundation, Inc.
- 2006 Mock appellate judge, Wake Forest University School of Law Trial Court Competition
- 2006-2007 Member, Management and Community Practice Committee
- 2005-present Member, Field Advisory Committee, UNC-CH School of Social Work.
- 2005-present Ex-officio member, Recruitment and Admissions Committee, UNC-CH School of Social Work.
- 2005-2009 Treasurer/Treasurer-elect, NASW-NC Board of Directors

- 2005- 2009 Chair, NASW-NC Finance Committee
- 2005-2009 Member, Executive Committee, NASW-NC
- 2005-2008 Member, North Carolina Part-time MSW Program Directors Consortium
- 2001-2007 Member, Ethics Committee, NASW-NC
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Honors

- 2009 Most Appreciated Mentor, Graduating Class of the Winston-Salem Distance Education Program, School of Social Work, UNC-CH
- 2008 Outstanding Professor Award, Graduating Class of the Winston-Salem Distance Education Program, School of Social Work, UNC-CH
- 2007 Most Appreciated Faculty, Graduating Class of the Winston-Salem Distance Education Program, School of Social Work, UNC-CH
- 2006 Dean's Recognition of Teaching Excellence, School of Social Work, UNC-CH
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Professional Licenses, Certifications and Memberships

- 2001- present North Carolina Licensed Attorney
- 2001- present Licensed Clinical Social Worker, North Carolina
- 2001- present 21st Judicial District Bar Association
- 2001- present Forsyth County Bar Association
- 1995-2001 Certified Clinical Social Worker, North Carolina
- 1995 Licensed Clinical Social Worker, Illinois
- 1992-present National Association of Social Workers (NASW)