

Curriculum Vitae

Charles L. Usher

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Professional Experience

1993 - present. Wallace H. Kuralt, Sr., Professor of Public Welfare Policy and Administration, School of Social Work, The University of North Carolina at Chapel Hill

Teaches research methods applied to the evaluation of social interventions. Externally funded research and technical assistance activities involve the analysis of public policies and programs affecting disadvantaged individuals and families, and the assessment of systems that provide family supports and services. Serves as principal investigator for evaluations of multi-jurisdictional initiatives in several states that seek to improve outcomes for families and children. Works with state and local policymakers and program managers to develop evaluation capabilities in public agencies and nonprofit organizations serving families and children.

1985 - 1992. Director, Center for Policy Studies, Research Triangle Institute (now RTI International), Research Triangle Park, NC 27709.

Responsible for managing multidisciplinary staff of approximately 30 social science researchers and support staff whose principal focus was the evaluation of social and health programs. Center's annual grant and contract revenues averaged approximately \$4 million. Reviewed technical and cost proposals, and instituted quality control mechanisms for project reports and other research products. Cumulative value of personal research projects exceeded \$4 million. Federally funded studies involved the Food Stamp Program and other food assistance programs, as well as the AFDC program. Provided technical assistance to state and local governmental entities in assessing the organization and delivery of a wide array of human services. Designed and implemented quasi-experimental and fully randomized evaluations of human service demonstration projects.

1984 - 1985. Executive Director, Northeastern North Carolina Tomorrow, Inc., Elizabeth City, NC.

Worked with a 60-member board of directors to develop plans for the social and economic development of an economically depressed 16-county region. Managed a staff of five persons in implementing programs to address issues such as adolescent pregnancy, the problems of small farmers, and efforts to generate "home-grown" jobs. Obtained funding for the renovation of a hotel to serve as a small-business incubator. Conducted workshops on topics such as the role of faith-based organizations in community development and organized briefings for the region's legislative delegation. Obtained 501(c)3 tax-exempt status and worked to build organization's structure.

1980 - 1984. Policy Analyst and Senior Policy Analyst, Research Triangle Institute

Developed and coordinated research program in human services evaluation. Directed proposal efforts and projects related to evaluations of the AFDC program and the Food Stamp Program.

1978 - 1980. Assistant Professor of Political Science, University of North Carolina at Charlotte.

Taught in master's degree program in public administration . Courses included:

Administrative Behavior	Survey Research	Urban Politics
Policy Analysis Methods	American Politics	Quantitative Research Methods

In-service courses on management by objectives, zero-base budgeting, and effective supervisory practices.

1976 - 1978. Assistant Professor of Political Science, Miami University, Oxford, Ohio.

Teaching responsibilities in a multi-department undergraduate program in public administration and a doctoral program in political science. Courses included:

Public Administration	Administrative Politics and Decision Making
Public Policy Analysis	Administrative Issues in State and Local Govt.
Proseminar in Public Administration	Policy Analysis and Administration in Human Services
American Politics	

1972 - 1973. Planning and Evaluation Specialist, Department of Social Services, Portsmouth, Virginia.

Analyzed demographic and needs assessment data from a survey of AFDC families. Applied a variety of work-study techniques in analyzing the AFDC eligibility determination process. Evaluated case review procedures and caseload organization in the income maintenance division.

1971 - 1972. Eligibility Technician/Sr. Eligibility Technician, Dept. of Social Services, Portsmouth, VA.

Conducted redeterminations of eligibility and processed changes in circumstances for families receiving AFDC and individuals receiving Aid to the Permanently and Totally Disabled, Aid to the Blind, and Old Age Assistance (precursors to SSI). Reviewed work of other technicians.

Education

Ph.D., Political Science, Emory University, Atlanta, Georgia, 1976.

Dissertation: *Administrative Role Orientations, the Environment, and Local Policy Outputs: The Case of Welfare in Georgia and Virginia*

Summer Training Program (Data Analysis), Inter-University Consortium for Political and Social Research, University of Michigan, Ann Arbor, Michigan, 1975.

Master of Urban Studies (Public Management), Old Dominion University, Norfolk, Virginia, 1974.

Bachelor of Arts, Political Science, Old Dominion University, 1971.

Professional Affiliations and Responsibilities

External Review Board, *Social Service Review*, 2003 – present.

Associate Editor, *Evaluation Review*, 1987-1989

Manuscripts and proposals for presentations reviewed for *Applied Development Science*, *Evaluation and Program Planning*, *Children and Youth Services Review*, *Journal of Public Policy Analysis and Management*, *Research in Social Work*, and *Social Service Review*, the National Conference on Child Abuse and Neglect, and other professional publications; grant proposals reviewed for National Institutes of Health, National Science Foundation, and private foundations.

American Evaluation Association

Advisory and Technical Working Groups

Invited participant, Expert Meeting on Using Continuous Quality Improvement to Improve Child Welfare Practice, sponsored by Casey Family Programs and the National Child Welfare Resource Center for Organizational Improvement in St. Louis on February 16-17, 2005.

Technical Working Group, Systems of Care Initiative, the Children's Bureau, 2004 – present.

National Working Group on Data Issues in AFCARS, Exploratory Subcommittee on Outcomes, sponsored by the Child Welfare League of America, 2003.

Invited participant, Child Welfare Services Research and Its Policy Implications, Joint Center for Poverty Research, Washington, DC, March 20-21, 2003.

Invited presenter, Briefing for members of Congress and staff concerning current reporting methods under the Adoption and Safe Families Act of 1997, Washington, DC, September 25, 2002.

Invited participant, Research Roundtable on Children of Color in Child Welfare, sponsored by the Children's Bureau, US Department of Health and Human Services, Washington, DC, September 19-20, 2002.

Project Advisory Group, National Resource Center for Information Technology in Child Welfare, sponsored by the Children's Bureau, US Department of Health and Human Services, 2000 – present.

Technical Advisory Group, Multistate Foster Care Data Archive, Chapin Hall Center for Children at the University of Chicago, sponsored by the Children's Bureau, 1998 - 2000.

Meetings of child welfare researchers to discuss research agenda, National Research Council, National Academy of Sciences, May 6, 1997, and July 12, 1999 (participant in planning session for 1999 meeting).

Expert panel on design of National Survey of Child and Adolescent Well-Being, Administration for Children, Youth and Families, April 17, 1997.

Evaluation Strategy Group, Community Partnerships for Protecting Children, Edna McConnell Clark Foundation, 1997.

National Advisors Panel, Cook County Juvenile Court Clinical Evaluation Services Initiative, John D. and Catherine T. MacArthur Foundation, 1996-2000.

Advisory Group, System Accountability Study, Research & Training Center, Florida Mental Health Institute, National Institutes of Health, Center for Mental Health Studies, 1995-1997.

Adviser, Development of Self-Assessment Instruments and Procedures for State Child Welfare Agencies," Children's Bureau, US Department of Health and Human Services, 1995.

Adviser, Evaluation of the Family Preservation and Support Services Program, Administration for Children, Youth and Families, US Department of Health and Human Services, October 25, 1993.

Working group to develop a child welfare research agenda, sponsored by the Administration for Children, Youth and Families through the Child Welfare Research Center based at the Center for the Study of Social Policy, 1991-1992.

Advisory Group, Design of Food Stamp Cashout Demonstration Projects, Office of Analysis and Evaluation, Food and Nutrition Service, USDA, 1988.

Funded Research and Technical Assistance Projects

Co-Principal Investigator, Evaluation of the Expanded Title IV-E Waiver Demonstration in North Carolina, Division of Social Services, North Carolina Department of Human Resources, 2004 - 2009.

Principal Investigator, Self-Evaluation in *Family to Family: Reconstructing Family Foster Care*, Annie E. Casey Foundation, 1992 - present.

Principal Investigator, Service on National Evaluation Advisory Team for *Making Connections*, the Annie E. Casey Foundation, 1999 - present.

Principal Investigator, Evaluation of the Title IV-E Waiver Demonstration in North Carolina, Division of Social Services, North Carolina Department of Human Resources, 1997-2003.

Principal Investigator, *The Right Home for the Right Child: Evaluating Foster Parent Recruitment and Retention* in Boston, the Casey Family Program, 1999 - 2002.

Co-Principal Investigator, Study of the Impact of Welfare Reform on the Child Welfare System, Chapin Hall Center for Children (original funding from the Annie E. Casey Foundation and the Office of the Assistant Secretary for Planning and Evaluation, US Department of Health and Human Services), 1998 - 1999.

Co-Investigator, National Survey of Children and Adolescent Wellbeing, Administration for Children, Youth and Families, US Department of Health and Human Services, under subcontract to Research Triangle Institute, 1997- 1999.

Principal Investigator, Develop Database for *Work First* Performance Measurement System, Division of Social Services, North Carolina Department of Human Resources, 1996-1998.

Project Director, Program to Identify and Train Consultants in Self-Evaluation, Annie E. Casey Foundation, 1995-1998.

Principal Investigator, Evaluation of *Families for Kids*, Division of Social Services, State of North Carolina under sponsorship of the W.K. Kellogg Foundation, 1994-1999.

Principal Investigator, Evaluation of Adoption Opportunities Project, Division of Social Services, North Carolina Department of Human Resources, 1996-97.

Principal Investigator, Develop a Baseline for Evaluating *Community Partnerships for the Protection of Children*, Edna McConnell Clark Foundation, 1995-1996.

Project Director, "Develop the Self-Evaluation Capacity of Local Governing Entities Involved in Systems Reform Initiatives in Maryland and North Dakota," Center for the Study of Social Policy, 1992-1993.

Project Director, "Analysis of Client Family Characteristics and Service Delivery in the Maryland Children and Family Services Systems Reform Initiative," State of Maryland and the Center for the Study of Social Policy, 1991-1992.

Project Director and Co-Principal Investigator, "Evaluability Assessment of the Annie E. Casey Foundation Children and Family Services Reform Initiative," Center for the Study of Social Policy, 1990-1991.

Project Director, "Evaluation of the Food Distribution Program on Indian Reservations," Office of Analysis and Evaluation (OAE), Food and Nutrition Service (FNS), USDA, 1988-1990.

Project Director, "Develop a Methodology to Estimate Fair Market Rents," Office of Policy Development and Research (PDR), Department of Housing and Urban Development, 1988-1989.

Co-Principal Investigator, "Organization and Delivery of Alcohol and Drug Abuse Services in Florida," Florida Legislature, 1988.

Project Director, "Study of Long Term Receipt of Food Stamps by Work Registrants," OAE/FNS/USDA, 1987-1989.

Contract Manager, "Quick Response Studies II," OAE/FNS/USDA, 1988-1991.

Contract Manager, "Indefinite Quantity Contract for Rapid Turnaround Survey Research," PDR/HUD, 1987-1990.

Project Director, "Develop a Strategy for a Countywide Human Services Needs Assessment," United Way of Wake County, N.C., 1987.

Project Director, "Study of the Coordination and Delivery of Human Services in Connecticut," Commission to Study Human Services, Connecticut General Assembly, 1986-1987.

Project Manager, "Technical Assistance in the Development of a State Economic Development Plan," private sponsor, 1985-1986.

Co-Principal Investigator, "Evaluation of Simplified Application Demonstration Project," U.S. Department of Agriculture, 1983-1984.

Project Director, "Coproducts in the Food Stamp Program: Reducing Participant Errors," OAE/FNS/USDA, 1981-1983.

Project Director, "Evaluation of the 1981 AFDC Amendments," Office of Family Assistance, Social Security Administration, 1982-1983.

Principal Investigator, "Research on Alternative Probation Strategies in Maryland" National Institute of Justice, 1980-1983.

Task Leader, "Evaluation of Public Service Delivery: Rapid Growth and Community Life in Sunbelt Cities." Center for Studies of Metropolitan Problems, National Institute for Mental Health, 1980-1981.

Field Research Associate, Employment and Training Evaluation Project, Bureau of Social Science Research, Inc., under a grant from the Department of Labor, 1980.

Publications

Meier, A. & Usher, C. L. (forthcoming). New approaches to program evaluation. In Richard L. Edwards et al. (Eds.), *Skills for Effective Management of Nonprofit Organizations*, 2nd ed. Washington: NASW Press.

Brisson, D. & Usher, C.L. (forthcoming). Low-income neighborhoods and bonding social capital. *Family Relations*.

Usher, C.L. (2004). Measuring and evaluating the effectiveness of services for families and children. In Albert R. Roberts & Kenneth R. Yeager (Eds.) *Evidence-Based Practice Manual: Research and Outcome Measures in Health and Human Services*. New York: Oxford University Press.

Usher, C.L & Wildfire, J.B. (2003). Evidenced-based practice in community-based child welfare systems. *Child Welfare, 82*, 597-614.

Usher, C.L., Locklin, E., Wildfire, J.B. & Harris, C.C. (2001). Child welfare performance ratings: One state's approach. *Administration in Social Work, 25*, 35-51.

Usher, C. L. (1999). From social experiments to reform initiatives: Implications for designing and conducting evaluations. *Protecting Children, 15*, 4-9.

Usher, C. L., Randolph, K. A., & Gogan, H. C. (1999). Placement patterns in foster care. *Social Service Review, 73*, 22-36.

Usher, C. L., Wildfire, J. B., and Gibbs, D. A. (1999). Measuring performance in child welfare: Secondary effects of success. *Child Welfare, 78*, 31-51.

Meier, Andrea & Usher, Charles L. (1998). New approaches to program evaluation. In Richard L. Edwards et al. (Eds.), *Skills for Effective Management of Nonprofit Organizations* (pp. 371-405). Washington: NASW Press.

Usher, C. L. (1998). Managing care across systems to improve outcomes for families and communities. *Journal of Behavioral Health Services & Research, 25*, 217-229.

Usher, C.L. (1996). Evaluation von lokalen Reforminitiativen in den Vereinigten Staaten, in: Heiner, M. (Hrsg.), *Qualitätsentwicklung durch Evaluation*, Freiburg, 162-184.

Usher, C. L., Gibbs, D. A., and Wildfire, J. B. (1995). A framework for planning, implementing and evaluating child welfare reforms. *Child Welfare, 74*, 859-876.

Usher, C. L. (1995). Improving evaluability through self-evaluation. *Evaluation Practice* (now the *American Journal of Evaluation*), *16*, 59-68.

Usher, C. L. (1995). Evaluating changes in systems. In Peter Pecora et al (Eds.), *Evaluating Family-Based Services*. New York: Aldine de Gruyter.

Emig, C., Farrow, F. & Usher, C. L. (1994). Chapter 4, Assessing Needs and Capacity, and Chapter 5, Establishing a Vision, Setting Goals, and Tracking Progress, *Making Strategic Use of the Family Preservation and Support Services Program: A Guide for Planning*. Washington, DC: Center for the Study of Social Policy and the Children's Defense Fund, 1994.

Usher, C. L. (1993). Review of Poor Children and Welfare Reform, *Children and Youth Services Review, 15*, 533-535.

Shanklin, D. S., Usher, C. L., & Wildfire, J. B. (1992). Nutrition education needs and services among American Indians participating in a federal food assistance program, *Journal of Nutrition Education, 24*, 298-305.

Usher, C. L., Gogan, H. & Koo, H. (1991). Making the most of E&T [Employment and Training in the Food Stamp Program]. *Public Welfare, 49*, 27-33.

Usher, C. L. (1990). The Food Distribution Program on Indian Reservations. *Food Stamp Policy Issues: Results From Recent Research*, ed. Carole Trippe, Nancy Heiser, and Harold Beebout (Washington, DC: U.S. Department of Agriculture, Food and Nutrition Service, 1990).

Usher, C. L., Gogan, H. & Koo, H. (1990). Long term participation in the Food Stamp Program by work registrants, in Carole Trippe, Nancy Heiser, and Harold Beebout (Eds.) *Food Stamp Policy Issues: Results From Recent Research*. Washington, DC: U.S. Department of Agriculture, Food and Nutrition Service.

Usher, C. L. (1988). Review of Need Analysis: A Tool for the Human Services and Education, *Contemporary Sociology*.

Griffith, J. D. & Usher, C. L. (1986). A quasi-experimental assessment of the national impact of the 1981 Omnibus Budget Reconciliation Act on the AFDC program. *Evaluation Review*, 10, 313-334.

Usher, C. L. & Duncan, D. F. (1985). Integrating analysis and management to control errors in the Food Stamp Program. *Public Productivity Review*, 9, 49-61.

Usher, C. L. & Reed, B. J. (1985). Doing more with less: Economic development and threshold spending, *The Public Administrator*, 1, 3.

Usher, C. L. (1984). Error-reduction strategies in the Food Stamp Program: A summary of findings. *Proceedings of the 23rd National Workshop on Welfare Research and Statistics* (pp. 185-200). Washington, DC: Department of Health and Human Services.

Collins, J. J., Usher, C. L. & Williams, J. R. (1984). Alternatives to regular supervision for low-risk probationers: A study in Baltimore. *Popular Government*, 50.

Usher, C. L. & Duncan, D. F. (1983). A new approach to reduction of errors in the Food Stamp Program. *Popular Government*, 49, 23-27.

Usher, C. L. & Cornia, G. C. (1981). Goal setting and performance assessment in municipal budgeting. *Public Administration Review*, 41, 229-235; reprinted in *Problemi di Amministrazione Pubblica* (May 1982), Centro di Formazione e Studi per il Mezzogiorno, Naples, Italy.

Cleveland, W. & Usher, C. L. (1982). The ecology of referenda outcomes in Georgia, *State and Local Government Review*, 37-43.

Furuseth, O. J., Kesler, R. & Usher, C. L. (1982). Images of growth management: Conflicting Perceptions of public and private sector leaders, *The Urban Interest*, 4, 3-17.

Usher, C. L. & Greenberg, S. (1981). Distributing the public costs and benefits of growth in Raleigh-Durham. *Carolina Planning*, 7, 38-47.

Cornia, G. C. & Usher, C. L. (1981). The institutionalization of incrementalism in municipal budgeting. *Southern Review of Public Administration* (now *Public Administration Quarterly*), 5, 73-90; winner of Chester I. Barnard Award for outstanding article in volume.

Gryski, G and Usher, C. L. (1980). The influence of bureaucratic factors on the implementation of welfare policy. *Journal of Sociology and Social Welfare*, 7, 817-830.

Usher, C. L. & Cornia, G. C. (1980). Determinants of change in municipal fiscal policy in North Carolina, in Jake Wicker (Ed.) *Perspectives on urban affairs in North Carolina*, Chapel Hill, NC: Institute of Government.

Usher, C. L. (1980). Administrators' perceptions of advisory boards, *Social Service Review*, 54 , 423-432.

Usher, C. L., Hulbary, W. E. & Main, E. C. (1979). Mail surveys of local government elites: Another look, *GPSA Journal*, 135-146.

Usher, C. L., Main, E. C. & Hulbary, W. E. (1978). Support for social services among county welfare administrators, *Southern Review of Public Administration* (now *Public Administration Quarterly*), 2, 193-207.

Presentations at Professional Meetings

"Measuring Outcomes and System Performance in Child Welfare." Presented at a conference on Strengthening Data Use and Analysis in Class Action Litigation, sponsored by Children's Rights, Inc., and the Chapin Hall Center for Children, January 5, 2005.

Moderator, "Collaboration Between Local And National Organizations On Neighborhood Survey Research." Panel held at the Research Confernece of the Association for Public Policy Analysis and Management, Atlanta, October 28, 2004.

"Agency Policy And Community Context As Determinants Of Placement Decisions In Child Welfare." Presented at the 44th Annual Conference of the National Association for Welfare Research and Statistics, 2004 in Oklahoma City, Oklahoma August 22-25,

Moderator and panel organizer for "Evaluation Findings From Title IV-E Waiver Demonstrations In Illinois, Oregon, and North Carolina." Presented at the 43rd Annual Meeting of the National Association for Welfare Research and Statistics, San Diego, July 16, 2003.

Needell, B. & Usher, C.L. "Data Are Your Friends: Self-Evaluation in the Annie E. Casey Foundation's *Family to Family* Initiative." Presented at the 14th National Conference on Child Abuse and Neglect, sponsored by the Children's Bureau, St. Louis, MO, April 3, 2003.

Usher, C.L., Wildfire, J.B. & Duncan, D.F. "Evaluation of the Title IV-E Waiver Demonstration in North Carolina." Presented at the Seventh Annual Child Welfare Demonstration Projects meeting, sponsored by the Children's Bureau, Washington, DC, February 27, 2003.

"Measurement Issues in the Child and Family Service Review Process." Presented at Evaluation 2002, the annual meeting of the American Evaluation Association, Washington, DC, November 7, 2002.

"Community-Based Accountability in Child Welfare." Presented at *The Promise of Partnership: Communities, Family Support, and Child Protection*, sponsored by Family Support America, Inc., Jacksonville, Florida, May 22, 2001.

Usher, C.L., Wildfire, J.B. & Gogan, H.C. "Risk of Out-of-Home Placement at First Substantiation." Presented at the 13th National Conference on Child Abuse and Neglect, sponsored by the Children's Bureau, Albuquerque, April 23-28, 2001.

Usher, C.L. & Wildfire, J.B. "Enhancing Capacity for Self-Evaluation: Structural and Procedural Considerations." Presented at Evaluation 2000, the annual meeting of the American Evaluation Association, Honolulu, November 2000.

Wildfire, J.B. & Usher, C.L. "Estimating Individual Outcomes in the Presence of Intra-County Correlations: The Impact of Clustered Data in the Evaluation of Child Welfare Reforms." Presented at Evaluation 2000, the annual meeting of the American Evaluation Association, Honolulu, November 2000.

"Supporting Self-Evaluation Via the Internet." Presented at Evaluation '99, the annual meeting of the American Evaluation Association, Orlando, November 5, 1999.

"Supporting Self-Evaluation Via the Internet." Presented at Evaluation '99, the annual meeting of the American Evaluation Association, Orlando, November 5, 1999.

"Building a Child Welfare Performance Assessment System: Experiences With Self-Evaluation in Seven States." Panel convened for National Association for Welfare Research & Statistics, "New Millenium, New Realitites: Challenges for the States," Cleveland, August 8-11, 1999.

"Evaluation Findings From "Family to Family," A Multi-State Child Welfare Reform Initiative." Panel convened for the Child Welfare League of America National Conference on Research in Child Welfare, "Sharing What Works in Research, Policy, and Practice," Seattle, June 21-24, 1999.

"Building a Neighborhood-Based Foster Care System: Lessons From Family to Family." Panel convened for the 12th National Conference on Child Abuse and Neglect, Office on Child Abuse and Neglect, Administration for Children, Youth and Families, Cincinnati, November 18, 1998.

"Self-Evaluation and Child Welfare Reform Initiatives." Panel convened at Evaluation '98, the national meeting of the American Evaluation Association, Chicago, November 7, 1998.

"Patterns and Spells: New Approaches to Conceptualizing Children's Out-of-Home Placement Experiences." Discussant for panel convened at Evaluation '98, the national meeting of the American Evaluation Association, Chicago, November 5, 1998.

Dean Duncan & Charles L. Usher, "Exploring the Linkage Between Welfare Reform and Foster Care." Presented at the 38th Annual Workshop of the National Association of Welfare Research and Statistics, Chicago, August 5, 1998.

"Using Administrative Data to Evaluate Child Welfare Reforms." Conference on *Administrative Data in Child Welfare: Research Strategies and Prospects for the Future*, National Data Archive on Child Abuse and Neglect, Cornell University, Ithaca, NY, June 27, 1998.

"Self-Evaluation in the *Family to Family* Initiative." Pre-Conference Institute on *Family to Family: Reconstructing Foster Care*, National Conference on Out-of-Home Care, Child Welfare League of America, Detroit, October 28, 1997.

"Community partnerships in child welfare: Prospects for change." Keynote address at *Rethinking Child Welfare: Can the System be Transformed Through Community Partnerships?*, sponsored by Center for Advanced Studies in Child Welfare, University of Minnesota, Minneapolis, MN, June 3, 1997.

"Evaluation capacity in human services: National practices and trends." Keynote address at *Program Evaluation in an Environment of Change*, sponsored by Center for Social and Urban Research, University of Pittsburgh, Pittsburgh, PA, May 16, 1997.

"Measuring child welfare outcomes." Workshop presented at *Changing the Future of Human Services: Building Effective Partnerships*, sponsored by the Administration for Children and Families, US Department of Health and Human Services, Atlanta, GA, March 25, 1997.

"Shifts in Child Welfare Design." Plenary presentation at *Building the Future Now: Using Automation for Children and Families*, sponsored by the Children's Bureau, Department of Health and Human Services, Washington, DC, March 3, 1997.

"Evaluation and Accountability: New Contexts for Doing Evaluation," presented at the annual meeting of the American Evaluation Association, Atlanta, GA, November 6-9, 1996.

"Practicing Evaluation in Foundation-Sponsored Initiatives," presented at the annual meeting of the American Evaluation Association, Atlanta, GA, November 6-9, 1996.

"Self-Evaluation Strategies Applied to Multiple Child-Serving Systems," The 9th Annual Research Conference for Children's Mental Health, The Research & Training Center for Children's Mental Health, Florida Mental Health Institute, Tampa, February 26, 1996.

"Cross-Systems Evaluation," Research Development Institute, Ninth Annual National Association for Family-Based Services Empowering Families Conference, Chicago, IL, December 6, 1995.

"Self-Evaluation: Approaches, Assumptions, Requirements," *Evaluation and Self-Evaluation Workshop/Expert Meeting*, Ministry for Families, the Aged, Women and Youth, University of Tubingen, Germany, November 17, 1995.

"From Social Experiments to Reform Initiatives: Implications for Designing and Conducting Evaluations," presented at the annual meeting of the American Evaluation Association, Vancouver, BC, November 3, 1995.

"Experimental and Quasi-Experimental Approaches to Evaluating Comprehensive Child and Family Service Programs," *Utilizing Research and Evaluation for Programs and Policy*, Second Annual Research/Evaluation Conference, Annie E. Casey Foundation, Baltimore, MD, September 29, 1995.

"Outcome Assessment," *Implementation of the Family Preservation and Family Support Program, Part V: Training and Technical Assistance*, Family Impact Seminar, Washington, DC, July 14, 1995.

"Effective Use of Data in Local Governance," presentation to Family Center Governing Boards Training Conference, Pennsylvania Departments of Education, Health, and Public Welfare, Pittsburgh, PA, May 9, 1995.

"Self-Evaluation in Agencies That Serve Families," master class presented at the annual meeting of the National Association of Social Workers, Nashville, TN, October 20, 1994.

"Overview of the Evaluation of *Family to Family*," presented at *Reforming Systems, Reforming Evaluation*, a conference sponsored by the Annie E. Casey Foundation, Baltimore, Maryland, September 29, 1994.

"Baseline Findings: The Evaluation of *Family to Family*," briefing for staff of the Children's Bureau, Administration for Children, Youth & Families, Department of Health and Human Services, Washington, DC, September 28, 1994.

"Measuring Program Effectiveness and Self-Evaluation," workshop presented at *Hope in Turbulent Times: Resurgence of Family and Community*, conference sponsored by the Public Children Services Association of Ohio, Columbus, Ohio, September 22, 1994.

Charles L. Usher, Stan Schneider, and Fran Schorr, "Data Resources to Support Child Welfare Reform: Lessons From *Family to Family*," presented at the 34th annual workshop of the National Association for Welfare Research and Statistics, Austin, Texas, August 2, 1994.

"Planning for a Continuum of Services," panelist for Roundtable IV: The Challenge of Joint Planning in the Family Preservation and Support Services Program, sponsored by the Family Impact Seminar and presented to HHS Regional Office and Children's Bureau staff, Washington, DC, July 20, 1994.

"Measuring Your Success: A Yardstick for Quality," workshop conducted for the Ohio Association of Child Caring Agencies, Columbus, Ohio, May 17, 1994.

"Building Capacity for Self-Evaluation in Family Services," inaugural session of the New Paradigms in Program Evaluation Seminar Series, sponsored by the Harvard Family Research Project, Graduate School of Education, Harvard University, April 14, 1994.

"Considering Lessons in Family and Child Welfare Reform From Other States," presentation to the Advisory Board of the *Families for Kids* Initiative, Greensboro, NC, January 7, 1994.

"Workshop on Evaluation," Conference on *Improving Outcomes for Children: Moving From Principles to Practice*, sponsored by the Danforth Foundation, Clearwater Beach, Florida, November 12, 1993.

"Building Capacity for Self-Evaluation in Family and Children's Services Reform Efforts," presented at the annual meeting of the American Evaluation Association, Dallas, Texas, November 4, 1993.

Chair, Panel on *Self-Evaluation in Family and Children's Services*, held at the annual meeting of the American Evaluation Association, Dallas, Texas, November 4, 1993.

Discussant, Panel on *Self-Evaluation in the Context of School Change*, held at the annual meeting of the American Evaluation Association, Dallas, Texas, November 4, 1993.

"The Place of Long Term Foster Care in the Continuum of Services for Families and Children," presentation to the Board of Trustees of the Casey Family Program, San Antonio, Texas, November 1, 1993.

"Balancing Stakeholder Interests in Evaluations of Innovative Programs to Serve Families and Children," presented at the annual meeting of the Association for Public Policy Analysis and Management, Washington, DC, October 30, 1993.

"Informed Decision-Making for Families and Children: Self-Evaluation in Community-Based Services Reform Efforts," presentation at the Leadership Institute of the Corporation for Change, Inc., Salina, Kansas, September 28, 1993.

"Compiling and Using Data for Self-Evaluation," presented at the Second Policy Academy, Ohio *Family and Children First* Initiative, Columbus, Ohio, September 27, 1993.

"Toward a Redefinition of Child Welfare Services: Developing a Research Strategy to Guide Innovation in the Field," Discussion paper presented to the Working Group to Define a Research Agenda for Child Welfare, sponsored by the Administration for Children, Youth and Families through the Child Welfare Research Center of the Center for the Study of Social Policy, Washington, DC, September 20, 1991.

"Evaluation of the Food Distribution Program on Indian Reservations," Food and Nutrition Service Research Conference, Washington, DC, February 22, 1990.

Charles L. Usher, Harlene Gogan, and Helen Koo, "Long Term Participation in the Food Stamp Program by Work Registrants," Food and Nutrition Service Research Conference, Washington, DC, February 22, 1990.

Moderator, "N.C. Incubator Experience--Rural and Small Town," *The Role of Incubators in Economic Development*, conference sponsored by the N.C. Technological Development Authority, Raleigh, N.C., July 25-26, 1985.

"Rural Development and Small Business Incubators," *Small Business Incubators: A New Alternative for Economic Development*, U.S. Small Business Administration, Charleston, S.C., June 1985.

Discussant, "Evaluations of the 1981 AFDC Amendments." Conference conducted by the Urban Institute and the Institute for Research on Poverty under sponsorship of the Ford Foundation, Washington, D.C., November 1984.

Janet D. Griffith and Charles L. Usher, "A Quasi-Experimental Assessment of the National Impact of the 1981 OBRA Amendments on AFDC," presented at the national meeting of the Evaluation Research Society, San Francisco, October 1984.

"Integrating Analysis and Management to Control Food Stamp Errors," meeting of the N.C. Society for Applied Research and Evaluation, April 19, 1984, Raleigh, North Carolina.

"Implications of the Maryland Probation Experiment for Caseload Management," N.C. Crime and Justice Conference, April 5-6, 1984, Raleigh, North Carolina.

"Improving Benefit Accuracy Through Data Analysis," National State Welfare Commissioners Meeting on Program Management, U.S. Department of Agriculture, Food and Nutrition Service, May 10-11, 1983, Washington, D.C.

"Integrating Analysis and Management: Approaches to Error Reduction in the Food Stamp Program," presented at the 22nd National Workshop on Welfare Research and Statistics, July 25-28, 1982, San Antonio, Texas.

Charles L. Usher and Jay R. Williams, "Process Evaluation in Community Corrections," presented at the 45th Annual Meeting of the Southern Sociological Society, April 14-17, 1982, Memphis, Tennessee.

Charles L. Usher and Janet D. Griffith, "The 1981 AFDC Amendments and Caseload Dynamics," presented at the Fifth Annual Research Conference of the Association for Public Policy Analysis and Management, October 20-22, 1981, Philadelphia, Pennsylvania.

"Management Challenges in the '80s," Meeting of the North Carolina Chapters of the American Society for Public Administration, Charlotte, North Carolina, 1980.

Chairperson, "Proposition 13: New Federalism of the 1980s," National Conference on Public Administration, American Society for Public Administration, Baltimore, Maryland, 1979.

Charles L. Usher and Gary C. Cornia, "Changes in Municipal Fiscal Policies: 1970-1975," presented at the National Conference on Public Administration, American Society for Public Administration, Baltimore, Maryland, 1979.

Technical Reports and Monographs

Usher, C.L. et al. (2004). *Measuring Outcomes in Child Welfare*. Workshop Manual. January 2004. <http://www.unc.edu/~lynnu/campmanual.pdf>

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