

Curriculum Vitae

Personal

Rodney D. Little
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Educations History

Masters, Human Development and Learning 1990
University of North Carolina at Charlotte
Graduate work in Learning and Child Development, based in Agency Counseling. Program emphasized child / adult development, behavior, counseling therapies, communication and services-oriented agencies.

Bachelor of Science, Psychology/Human Services 1988
Wingate University
Major: Psychology, Human Services; Minor: Business Administration, Recreation

Professional Experience

Clinical Assistant Professor-Jordan Institute for Families,
University of North Carolina at Chapel Hill, School of Social Work
2006- present

Provide courses to post baccalaureate and post graduate level social service staff on a variety of topics related to child welfare issues. Provide seminars, and training nationally on topics related to family and child well being. Frequently search current research and literature, clinical videos, and online curricula related to child welfare and human services for development and to update current curricula. Design, deliver and monitor synchronous and asynchronous online trainings for post-graduate students in the field of social work. Work with both national and local agencies to develop and enhance partnerships with our organization, to better serve their own communities. Travel to counties throughout the state to provide trainings on a local level incorporating community standards related to child protection in their community.

Program Consultant / Trainer – Department of Health and Human Services, State of North Carolina 2004 – 2006

Provide training to county-level DSS staff, including Pre-Service, Investigative Assessment, Structured Decision Making, Foster Home Licensing, and Cornerstone/Multiple Response System for human services professionals and child welfare staff. Evaluate performance of participants to ensure compliance with state standards related to the standards set fourth by Legislature and the Division of Social Services. Maintain an enthusiastic, inviting atmosphere to encourage increased level of learning. Develop and incorporate charts, diagrams, videos, printed material, activities, and power-point presentations to address all styles of learning in the classroom. Consistently recognized by participants for providing an insightful, experienced-based, inviting learning environment. Excellent working knowledge of curriculum development and computer application to enhance the learning environment.

Supervisor, Protective Services - Union County Department of Social Services 1996 – 2004

Supervised six social workers who specialized in Family Assessments, Traditional Investigations, Case Planning and Case Management, and Foster Care. Encouraged and built teamwork atmosphere among unit staff, provided trainings and current manual interpretations to ensure compliance with Federal and State outcomes. Provided training and support to staff in the area of court involvement. Provided supervision to all areas of family contact and case considerations. Recruited potential staff for vacancies and conducted interviews. Coordinated statistical reports and data entry including outcome measurements.

- Maintained consistent compliance with federal and state standards of operation.
- Maintained low turnover rate through training and staff development among unit members.
- Consistently lead development and execution of training programs for our county related to a variety of service areas including Multiple Response System.
- Successfully implemented the Multiple Response System in our county, through training with stakeholders, community partners and staff.

Case Planning / Case Management - Union County Department of Social Services 1994 – 1996

Provided frontline services to families at risk for abuse or neglect issues. Partnered with families to develop case plans to reduce risk level to children. Connected families with community services, and explored family strengths. Petitioned courts for custody when risk level exceeded an allowable level, while working with the family. Documented actions and family progress in case record.

Bereavement Coordinator - Hospice of Union County 1993 – 1994

Coordinated crisis and bereavement services. Developed and implemented bereavement programs to improve family's coping skills following the death of a loved one. Provided goal-oriented counseling to families, groups, and individuals experiencing grief. Provide outreach and crisis counseling following sudden traumatic losses in our community. Responsible for referrals as needed for complicated grief issues. Provided education / workshops within our community related to grief and the process of dying with palliative care.

Patient Representative / Crisis Counselor Union Regional Medical Center 1990 – 1993

Provided support/counseling to families experiencing illness or crisis. Supported families through the initial process of grief following the death of a loved one at the facility. Responsible for referrals to alternative long term counseling services if needed. Coordinated referrals for patients to community resources. Evaluated staff and patient needs, and initiated improvement plans.

Publications / Bibliography

Little, R., Rockoff, J. (2020) Grief: How Resource Parents Can Cope with and Learn from Losses. Family and Children's Resource Program, School of Social Work, UNC-Chapel Hill.

Chambers, M., Little, R., Paul, R., Rockoff, J. (2019) Working With Families Affected by Substance Use. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., Williams, A. (2016) Secondary Traumatic Stress: A course for Supervisors. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

R. Little, Williams, A. (2016) Revision: Dickinson, N, Ryals, D, Williamson, E. Staying Power: A Supervisors Guide to Staff Retention. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., Williams, A. (2016) Secondary Traumatic Stress: A course for Social Workers. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., Williams, A. (2016) Revision: Coaching Children's Caregivers Through Teachable Moments. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M., Little, R.. (2015-) Assessing and Strengthening Attachment. Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., Jacobs, T., McMahon, J. (2014) Making the Most of Visitation: in the Child's Best Interest, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Flick, J., Jacobs, T., Little, R., Williams, A. (2014) Introduction to Sexual Abuse. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M., Little, R., McMahon, J., Williams, A. (2014) Assessing and Strengthening Attachment, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., McMahon, J., Williams, A. (2014) Coaching to Change. Milwaukee, WI. Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M., Flick, J., Little, R., Phipps, L.. (2013) Child Development in Families at Risk, Impact of Trauma on Development. Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., McMahon, J., Phipps, L. (2012) Webinar: Behavior Management for Neglect Children: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., McMahon, J., Phipps, L. (2012) Behavior Management for Neglect Children: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., McMahon, J., Phipps, L. (2012) Chronic Neglect: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R. & Vassar, D. (2011) Visitation: in the child's Best Interest, Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Flick, J., Little, R. . (2011) Introduction to Substance Abuse. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M., Flick, J., Johnson, K, & Little, R.. (2011) Reasonable Efforts. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill,

Flick, J., Johnson, K., Little, R. (2010) Motivating Families: Stuck in the Process. Online Webinar, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, 2010

Blythe, M., Flick, J., Johnson, K. & Little, R. (2010) Responding to Families Effected by Methamphetamine, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill,

Johnson, K. & Little, R. (2009) Understanding and Intervening in Child Neglect. Chapel Hill, NC: University of North Carolina at Chapel Hill, School of Social Work.

Flick, J., & Little R.. (2008) Motivating Families for Change. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R. (2008 revision) Termination of Parental Rights: Emotional Aspects, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, 2008 - 2009

Dickinson, N, Ryals, D, Williamson, E. (2008) Revision: Howell, C., Johnson, K., Little, R., Vassar, D. (2009) Staying Power: A Supervisors Guide to Staff Retention. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Flick, J. Little, R., & Woodcock, K. (2006) Child Development and Families at Risk, Online Class, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, conversion to online delivery.

Division of Social Services (2006) Investigative and Assessment in Child Protective Services, Raleigh NC; Division of Social Services; NC State Government.

Flick, J. & Division Staff Development (2006) Pre-Service: Curriculum for Child Welfare Workers in North Carolina, Raleigh NC, Division of Social Services, NC State Government.

Flick, J., Little, R., & Mangum, R. (2005) Methamphetamine: What Social Workers Need to Know: Online Class, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, Converted to online (2010).

Little, R. & Lopez, T. (1998) The Latino Perspective: Mecklenburg / Union County Partnership Monroe, NC.

Classroom Teaching Responsibilities

Jacobs, T., Little, R., Williams, A. . (2016-) Secondary Traumatic Stress: A course for Supervisors. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

R. Little, Williams, A. (2016-) Revision: Dickinson, N, Ryals, D, Williamson, E. Staying Power: A Supervisors Guide to Staff Retention. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., Williams, A. (2016-) Secondary Traumatic Stress: A course for Social Workers. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Jacobs, T., Little, R., Williams, A. (2016-) Revision: Coaching Children's Caregivers Through Teachable Moments. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M., Little, R.. (2015-) Assessing and Strengthening Attachment. Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., McMahon, J., Phipps, L.. (2012) Behavior Management for Neglect Children: Milwaukee Child Welfare Partnership. Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R., McMahon, J., Phipps, L. . (2012) Chronic Neglect: Milwaukee Child Welfare Partnership. Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Williams, A.. (2011-) Coaching families through teachable moments. Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

McNeil, H., Williams, C. (2011-) Child Protective Services Assessments. Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Holloway, A.. (2011-) Building Awareness in Cultural Competency. Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R. & Vassar, D. (2011 -) Visitation: In the child's Best Interest, Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Little, R. (2010 -) Making the Most of Visitation: In the Child's Best Interest, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Johnson, K. & Little, R. (2009 -) Understanding and Intervening in Child Neglect (online) Chapel Hill, NC: University of North Carolina at Chapel Hill, School of Social Work.

J. Flick (2008 -) Motivating Families for Change. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

J. Flick (2008 -) Introduction to Substance Abuse. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Dickinson, N, Ryals, D, Williamson, E. (2008 -2016) Staying Power: A Supervisors Guide to Staff Retention. Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

J. Flick (2008 -) Issues in Child Mental Health (online- 2009 -), Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M. & Little, R. (2008-1012) Effects of Separation and Loss on Attachment in Children, Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Blythe, M, Flick, J, & Johnson, K. (2006 -) Child Sexual Abuse, Chapel Hill, NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Flick, J., & Woodcock, K. (2006 -) Adult Mental Health Issues (online), Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill.

Flick, J. Little, R., & Woodcock, K. (2006) - Child Development and Families at Risk, (online), Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, conversion to online delivery.

Flick, J., Little, R., & Mangum, R. (2005 -) Methamphetamine: What Social Workers Need to Know: (online), Chapel Hill NC: Jordan Institute for Families, School of Social Work, UNC-Chapel Hill, Converted to online (2010 -).

Flick, J., NC Division of Social Services (2004-2006) Pre-service: A course for Social Workers. Raleigh North Carolina, Division of Social Services, partnership with UNC Chapel Hill School of Social Work.

Little, R., Division of Social Services (2004-2006) Child Protective Services Investigative Assessment. Raleigh North Carolina, Division of Social Services, partnership with UNC Chapel Hill School of Social Work.

Presentations / National Conferences

Little, R. (2020) Hello / Goodbye: Managing Transitions In Visitation. Presentation: Supervised Visitation Network. Long Beach, CA.. (To be rescheduled)

Chambers, M., Little, R., (2019) Visitation and the Court Process. Presentation to Judges at the Judicial School, UNC Chapel Hill.

Little, R., Jacobs, T. (2019) Working With Parents Affected by Substance Use. University of North Carolina School of Law: Family Judges Conference. Chapel Hill, NC..

Little, R., (2019) Child Welfare in North Carolina. Presentation at Queen's University, Charlotte, NC. School of Psychology and Human Services.

Deese, J., Little, R. (2018) Enhancing Intakes through Pre-Teaching in Visitation. National Conference: Supervised Visitation Network. Ft. Lauderdale, FL..