

**LAWANNA PIERCE**  
**613 S. Banner Street**  
**NAMPA, ID 83686**  
**(208) 467-8372**

**EDUCATION:**

Ph.D. in Social Work  
University of Texas—Austin  
Austin, Texas  
June 2004—August 2011  
Cumulative GPA 3.756

Master of Social Work  
Roberts Wesleyan College  
Rochester, New York  
June 1999—May 2000  
Cumulative GPA 3.734

Bachelor of Arts Social Work  
Northwest Nazarene College  
Nampa, Idaho  
September 1995—December 1998  
Cumulative GPA 3.376

**PROFESSIONAL EXPERIENCE:**

08/2019—present    Dean, College of Behavioral and Social Sciences  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

08/2013–07/2019    Social Work Department Chair  
Master of Social Work Program Director  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

Responsible for developing MSW curriculum, supervising and managing departmental staff and faculty, implementing university policy, addressing intradepartmental issues, and leading accreditation compliance

08/2007–07/2013    Master of Social Work Field Director  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

Responsible for maintaining contact with field placement sites, developing new field sites, training field supervisors, and placing MSW students in appropriate field placements.

08/2006–09/2010 Chair of Master of Social Work Research Committee  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

Responsible for convening and running meetings of the MSW research committee for the purposes of developing and reviewing the research curriculum and coursework.

08/2006–Present Professor of Social Work  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

Courses Taught:

Bachelor's level

Research and Statistics

Child Welfare Services

Master's level

SPSS

Advanced Research Design

Advanced Research Methodology

Child Welfare

Human Behavior in the Social Environment I & II

Field Placement Seminar

Thesis Advisement

Introduction to Research I & II

Diversity

Capstone

Practical Research

08/2006–08/2007 Adjunct Professor of Education  
08/2016–12/2021 Northwest Nazarene University  
623 S. University Blvd. Nampa, ID

Courses Taught:

Action Research and Seminars

Master's in Reading On-line Program

Advanced Data Analysis

Doctoral Program

Dissertation Committee Member

Doctoral Program

- 08/2002–08/2006 Adjunct Professor of Social Work  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID
- Courses Taught:  
Bachelor's level  
Research and Statistics  
Child Welfare Services  
Master's level  
SPSS  
Child Welfare  
Thesis Advisement
- 08/2002–08/2006 Title IV-E University Partner  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID
- Responsible for partnering with the Department of Health and Welfare and other universities around the state to provide standardized foster parent training. Also responsible for coordinating foster parent training in Region 3 of the State of Idaho.
- 01/2004–07/2004 Title IV-E Field Liaison  
Northwest Nazarene University  
623 S. University Blvd. Nampa, ID
- Responsible for conducting field seminar and field liaison duties for students receiving the Title IV-E stipend from Health and Welfare.
- 09/2000–05/2001 Team Leader/Staff Advocate/Independent Living Advisor  
Northwest Children's Home—Syringa House  
1306 E. Karcher Road Nampa, ID
- Responsible for shift scheduling and shift supervision in the residential treatment facility. Worked closely with several residents to ensure that their needs were being met and to monitor their progress. Worked on skill development with youths preparing for independent living including budgeting, banking, meal preparation, housing searches, needs shopping, etc.
- 05/2000–08/2000 Interim Community Based Counseling Program Administrator; Case Manager/Therapist  
Northwest Children's Home—Syringa House  
1306 E. Karcher Road Nampa, ID
- Responsible for several psychosocial rehabilitation clients in school settings. Completed billing and administrative duties for

psychosocial rehabilitation program. Completed case management for various Syringa House residents. Conducted therapy sessions and in-home transition meetings for individuals recently returning home from a residential setting.

04/1998–05/1999 Child Care Counselor/Staff Advocate  
Northwest Children’s Home—Syringa House  
1306 E. Karcher Road Nampa, ID

Responsible for routine monitoring, transportation, activity coordination, de-escalation strategies, etc., in a residential treatment facility.

**LICENSURE:**

06/2000–Present Licensed Master Social Worker: LMSW-1415, Idaho

**PROFESSIONAL MEMBERSHIPS:**

2008–2019 Member of the Council on Social Work Education (CSWE)  
2013–2019 Member of National Association of Social Workers (NASW)

**COMMITTEE/CAMPUS SERVICE:**

2006–2007 Member, NNU Safety Committee  
2006–Spring 2014 Member, Chair (3 years), Faculty Activities & Care Committee  
2007–2016 Member, NNU Faculty Policy Council  
2012–Fall 2014 Member, Human Research & Review Committee  
2013–2019 Member, Chair CAGS Graduate Academic Council  
2014–2015 Member, CAGS 2.0 Task Force  
2014–present Member, Academic Ceremonies Commission  
Spring 2015 Presidential Review Committee  
2015–2018 CAGS Faculty Vice Chair  
2015–2020 Representative Board of Trustees, Finance Committee  
2015–2018 Member, Shared Governance Task Force  
Spring 2017 VP of Academic Affairs Search Committee Member  
Summer 2017 VP of Finance Search Committee Member  
Summer 2021 Chaplain Search Committee Member  
2023–present Co-chair, Community Lifestyle Task Force

**PROFESSIONAL WORKSHOPS ATTENDED:**

CSWE—Annual Program Meeting  
November 6–11, 2018, Orlando, FL

CSWE—Annual Program Meeting  
October 17–22, 2017, Dallas, TX

North American Association of Christian Social Workers—Building Bridges:  
Fostering Healing and Connections in our Communities  
November 17–20, 2016, Cincinnati, OH

CSWE—Annual Program Meeting  
November 2–6, 2016, Atlanta, GA

CSWE—Annual Program Meeting  
October 24–26, 2014, Tampa, FL

Society for Social Work Research Annual Conference  
January 15–19, 2014, San Antonio, TX.

CSWE—Annual Program Meeting  
October 31–November 3, 2013, Dallas, TX

CSWE—Annual Program Meeting  
November 9–11, 2012, Washington, DC

CSWE—Annual Program Meeting  
October 27–30, 2011, Atlanta, GA

National Association of Christian Social Workers—Celebrating our Past and  
Shaping our Future  
November 11–14, 2010, Raleigh, NC

CSWE—Annual Program Meeting  
October 14–17, 2010, Portland, OR

Northwest Field Consortium  
January 27–28, 2010, Seattle, WA

CSWE—Annual Program Meeting  
November 5–10, 2009, San Antonio, TX

Northwest Field Consortium  
January 29–30, 2009, Cheney, WA

CSWE—Annual Program Meeting  
October 29–November 2, 2008 Philadelphia, PA

Northwest Field Consortium  
January 31–February 1, 2008, Portland, OR

Association of Nazarene Sociologists and Researchers Conference  
March 27–29, 2008, Kansas City, MO

Northwest Field Consortium  
February 1–2, 2007, Provo, UT

Improving the Teaching of Evidence-Based Practice Symposium  
October 16–18, 2006, Austin, Texas

CSWE—Annual Program Meeting  
February 16–19, 2006, Chicago, Illinois

CSWE—Annual Program Meeting  
February 26–March 1, 2005, New York City, New York

Title IV-E Conference  
April 19–20, 2004, Nampa, Idaho

Hand in Hand 2004—National Association of Christian Social Workers  
The Church and its Agencies in Child and Family Services  
March 26–27, 2004, Dallas, Texas

5<sup>th</sup> Annual Governor’s Roundtable for Families and Children  
Building Generations of Promise for Idaho  
March 9–10, 2004, Boise, Idaho

Child Welfare League of America National Conference  
Children 2004: Vision, Action, Results  
February 23–25, 2004, Washington D.C.

Title IV-E Conference  
January 14, 2003, Nampa, Idaho

“Ethical Integration of Spirituality and Ethics in Social Work Practice.”  
An Audio Conference sponsored by NACSW.  
November 25, 2002

**TRAINING RECEIVED:**

Facilitator Intensive  
Center for Equity and Inclusion  
April 3–7, 28, May 5, 2023

Play Therapy with the Neurodiverse  
NNU: Adventure Play Therapy Center  
May 3–4, 2019

Site Visitor Training  
Council on Social Work Education

October 19, 2017

Darkness to Light Advanced Training

*Topics: Bystander Intervention; Commercial Sexual Exploitation of Children; Talking with Children about Safety from Sexual Abuse; Healthy Touch for Children & Youth*

NACSW Reviewer Training

North American Association of Christian Social Workers

February 6, 2017

Growing Up Gay: Counselor Competencies for Working with LGBTQIQA Youth & Families

Warm Springs Training Institute

September 30, 2016

Darkness to Light Advanced Training

Stewards of Children

March 14, 2016

Darkness to Light Facilitator Workshop

Stewards of Children

January 29, 2016

Darkness to Light

Stewards of Children

January 28, 2016

PRIDE Practicum

Child Welfare League of America

January 10 & 11, 2006

PRIDE Assessment

Training of Trainers

Kim Fordham, Idaho Child Welfare Research & Training Center

January 9, 2006

PRIDE Experienced Worker Training

Child Welfare League of America

February 12 & 13, 2004

PRIDE Foster Parent Training

Training of Trainers

Child Welfare League of America

May 19-21, 2003

**TRAINING CONDUCTED:**

- 2016–Present: Facilitated Darkness to Light trainings (2.5 hours)
- 10/11/2016: Facilitated Darkness to Light Bystander training (2 hours)
- 06/26/2013: Facilitated Departmental Accreditation Workshop (7 hours)
- 02/29/12: Facilitated Departmental Accreditation Workshop (6 hours)
- 02/16–02/18/2011: Co-presented Departmental Accreditation Workshop (20 hours)
- 11/19/2008: Co-presented Field Supervisor Training (5.5 hours)
- 12/14/2007: Co-presented Field Supervisor Training (4 hours)
- 05/2003–08/2006: Partial or complete provision of 17 PRIDE Pre-service Foster Parent Trainings (each round is 27 hours)
- Partial or complete provision of 4 PRIDE Experienced Foster Parent Trainings (each round is 10 hours)
- Partial or complete provision of 4 PRIDE Experienced Worker Trainings (each round is 10 hours)

## **PUBLICATIONS:**

- Williams, N. J., Oberst, J. L., Campbell, D. V., & Lancaster, L. (2011). The children's psychosocial rehabilitation treatment adherence measure: Development and initial validation. *Community Mental Health, 47*, 278-285.
- Lancaster, L. & Fong, R. (2015). Disproportionality and disparities in the child welfare system. In R. Fong, A. Detlaff, J. James, & C. Rodriguez (Eds.), *Addressing racial disproportionality and disparities in human services: Multisystemic approaches*. Columbia University Press: New York.
- Zamora, A. L., Curtis, H., & Lancaster, L. (2017). Promoting racial and ethnic identity: A school-based intervention to support Latino youth. *Journal of Latinos & Education, 18*(3), 215–227.

## **PRESENTATIONS:**

- National Association of Christian Social Workers Conference: Cincinnati, OH  
 “Using Course Evaluations to Measure Faith Integration Outcomes: Challenges, Barriers and Successes”  
 November 17, 2016
- Society for Social Work Research Conference: San Antonio, TX.



“Disproportionality and Disparities for Latinos and Native Americans: Predictors of Race/Ethnicity in Decision Points in Public Child Welfare”  
January 17, 2014

National Association of Christian Social Workers Conference: Raleigh, NC.  
“Innovations and Challenges in Administering a Field Program”  
November 13, 2010

**PROFESSIONAL SERVICE/CONSULTATION:**

**Council on Social Work Education**

2/18, 3/22

*Conduct Reaffirmation Site Visit*

**Council on Social Work Education**

3/18

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of Cultural Competence, LGBT issues, and Program Evaluation*

**Council on Social Work Education**

3/17

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of Cultural Competence, LGBT issues, and Program Evaluation*

**National Association of Christian Social Workers**

3/17

*Proposal Reviews for Presentations at Annual Conference in the Areas of Social Work Research, Research and Practice with Ethnically Diverse Populations, and Social Work Education*

**Conduct Dissertation Analysis**

Fall 2016

*Conducted dissertation analysis for a doctoral student: Becky Wolery*

**Council on Social Work Education**

3/16

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of Field, Cultural Competence, and Program Evaluation*

**Council on Social Work Education**

3/15

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of Program Evaluation and Cultural Competence*

**Cengage Learning**

Fall 2014

*Development of quizzes for online supplemental materials for  
Rubin/Babbie Essential Research Methods for Social Work (4<sup>th</sup> Ed.)*

**Northwest Nazarene University—Marketing and Recruitment**

12/12–4/13

*Data analysis to assess retention probability of freshmen students*

**Council on Social Work Education**

03/13

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of  
Technology and Field Education*

**Council on Social Work Education**

03/12

*Proposal Reviews for Presentations at Annual Program Meeting in the Areas of  
Field Education, Child Welfare, and Research and Program Evaluation*

**Conduct Dissertation Analysis**

Winter 2011-2012

*Conducted dissertation analysis for a doctoral student: Deo Peppersack*

**Mountain States Group, Inc.**

Boise, ID 12/10

*Reviewed and assisted in project data analysis.*

**Sage Publications**

Thousand Oaks, CA 7/10

*Book Review for Hutchison's Human Behavior in the Social Environment texts.*

**Brooks/Cole Publications**

2/10

*Book Review for Rubin/Babbie Essential Research Methods for Social Work*

**A New Beginning**

Boise, ID 8/08

*Review Spaulding adoption training curriculum and provide feedback on the  
quality of the training.*