

V I T A

CHARLES A. GLISSON

GENERAL INFORMATION

Position : University Distinguished Professor and Chancellor's Professor
Address: Center for Behavioral Health Research
College of Social Work
University of Tennessee
213 Henson Hall
Knoxville, TN 37996-3332

Office Telephone: (865) 974-1707
Fax: (865) 974-1662

EDUCATION

Washington University, The George Warren Brown School of Social Work and the
Graduate School of Arts and Sciences, Ph.D.
University of Alabama, Graduate School of Social Work, M.S.W.
University of Alabama, School of Arts and Sciences, B.A.

RESEARCH GRANTS AT THE UNIVERSITY OF TENNESSE

Primary Mentor, Understanding the Impact of Organizational Implementation Strategies on EBT Use
(with N. Williams), National Institutes of Health, NIMH #F31 MH099846, \$99,226, funded
2012-2015.

Co-Investigator, Improving Family-to-Family Services in Children's Mental Health (with K.
Hoagwood), National Institutes of Health, NIMH # 5R01MH085969-02, \$3,551,099, 2010-
2015.

Principal Investigator, Testing an Organizational Implementation Strategy in Children's Mental
Health, National Institutes of Health, NIMH #R01MH084855, \$3,170,520, 2009-2015.

Principal Investigator, Establishing National Child Welfare Agency Norms for the
Organizational Social Context (OSC) Measurement System, The William T. Grant Foundation,
\$ 24,904, 2011-2012.

Co-Investigator, Organizational Context and Children's Mental Health in Urban After School
Programs (with S. Frazier), National Institutes of Health, NIMH #R01 , \$4,138,114, 2009-
2012.

Principal Investigator, Testing the ARC Organizational Intervention Strategy for Community and
School-based Youth Service Programs, The William T. Grant Foundation, \$1,483,573, 2008-
2012.

Co-Investigator, Center for the Study of Schools as a Context for Urban Children's Mental Health (with M. Atkins), National Institutes of Health, NIMH #P20 MH078458, \$1,882,155, 2008-2013.

Co-Investigator, Implementing and Sustaining Evidence-Based Practice using the ChildSTEPS Model (with J. Weisz), The John D. and Catherine T. MacArthur Foundation, \$2 million, 2007- 2010.

Principal Investigator, The Direct, Indirect, and Moderating Effects of Organizational Climate in Child Welfare Agencies, The William T. Grant Foundation, \$150,000, 2007-2009.

Principal Investigator, Testing EBP and Organization Effects in Rural Appalachia, National Institutes of Health, NIMH #R01-MH066905, \$4.3 million, 2003-2008.

Co-Investigator, Research Network on Children's Mental Health (with J. Weisz), The John D. and Catherine T. MacArthur Foundation, \$5 million, 2003- 2007.

Co-Principal Investigator, (with M. Atkins), Schools as Context for Mental Health: Interdisciplinary Network, National Institutes of Health, NIMH #R21-MH067361, \$602,658 (subcontract), 2002-2005.

Principal Investigator, Children Referred to Juvenile and Family Court, Tennessee Department of Finance and Administration, Bureau of TennCare, R01-4030018/19, \$506,000, 2001-2003.

Principal Investigator, Technology and Structure in Children's Service Systems, National Institutes of Health, NIMH #R01-MH56563, \$3.5 million, 1999-2004.

Co-Principal Investigator, (with C. Rocha), Effects of Economic Pressure on Family Well-Being, National Institutes of Health, NIMH #R03-MH59302, \$143,000, 1999-2001.

Co-Principal Investigator, (with A. Hemmelgarn), Shortform Assessment for Children - Feasibility Study, National Institutes of Health, NIMH #R03-MH56502, \$143,000, 1997-2000.

Principal Investigator, Children's Mental Health Services Research Center, National Institutes of Health, NIMH #R24-MH53623, \$3 million, 1995-2000.

Principal Investigator, Coordinating Services to Children in State Custody, National Institutes of Health, NIMH #R01-MH46124-2, \$800,000, 1992-1996.

Principal Investigator, Coordinating Services to Children in State Custody, National Institutes of Health, NIMH #R01-MH46124-1, \$700,000, 1989-1992.

AWARDS AND HONORS

Phi Kappa Phi
Children's Bureau Fellowship
Veteran's Administration Fellowship
Outstanding Alumnus Award, The University of Alabama

Alexander Award for Outstanding Teaching and Research, The University of Tennessee
Outstanding Research Award, Society for Social Work and Research
University Distinguished Professor, The University of Tennessee
Aaron Rosen Lecture, Society for Social Work and Research
Chancellor's Professor, highest honor accorded to University of Tennessee faculty member
Fellow, American Academy of Social Work and Social Welfare
NASW Foundation Knee-Wittman Award for Lifetime Achievement in Health and Mental Health

NATIONAL COMMITTEE MEMBERSHIPS AND OFFICES

Council on Social Work Education, Publications Committee
Council on Social Work Education, Correspondence Committee
Group for the Advancement of Doctoral Education (GADE), Steering Committee
Group for the Advancement of Doctoral Education (GADE), Treasurer
Group for the Advancement of Doctoral Education (GADE), Vice-President
Social Work Quantitative Methods Interest Group, Chair
GADE/NIMH Task Force on Doctoral Program Quality, Co-Chair
National Association of Social Workers, Book Committee
Society for Social Work and Research, Vice-President
National Institutes of Health, NIMH Services Research Scientific Review Committee
National Institute of Mental Health, Conference Planning Committee, The 15th International
Conference on Mental Health Services
Research Network on Children's Mental Health funded by John D. and Catherine T. MacArthur
Foundation

STATE/UNIVERSITY LEVEL COMMITTEE MEMBERSHIPS

Legislative Committee, Faculty Senate, University of Hawaii
School Representative, University of Hawaii Professional Assembly
Graduate Program Review Committee, University of Hawaii
Faculty Personnel Panel, University of Hawaii
Director Search Committee, Social Science Research Institute, University of Tennessee
Research Cabinet, Office of Provost, University of Tennessee
Executive Committee, Intercollegiate Graduate Statistics Program, University of Tennessee
Research Council, Faculty Senate, University of Tennessee
Computer Research Committee, University of Tennessee
State Sponsored Research Committee, University of Tennessee
Task Force on International Research, University of Tennessee
Steering Committee, Survey Research Center, UT Social Science Research Institute
Faculty Research Review Panel, Office of Dean of Graduate Studies, University of Tennessee
Technical Advisory Committee, Tennessee Commission on Children and Youth
Chancellor's Awards for Research and Creative Achievement Committee, Chair
Graduate Council, University of Tennessee
Chancellor's Advisory Committee on Resources Allocation and Long Range Planning
Board of Directors, University of Tennessee Research Corporation
President's Planning Team for University of Tennessee Research Foundation
Search Committee, Vice Chancellor for Research, University of Tennessee

COLLEGE OF SOCIAL WORK COMMITTEE MEMBERSHIPS

Research Concentration Committee, University of Hawaii, Chair
Curriculum Committee, University of Hawaii, Chair
Social Development Concentration, University of Hawaii, Chair
Personnel Committee, University of Hawaii, Chair
Admissions Committee, University of Hawaii
Practicum Planning Committee, University of Hawaii
Doctoral Program Committee, University of Tennessee, Chair
Dean Search Committee, University of Tennessee
Director of Research Search Committee, University of Tennessee, Chair
Promotion and Tenure Committee, University of Tennessee
Administrative Committee, University of Tennessee
Ad Hoc Committee on Faculty Evaluation, University of Tennessee
Cumulative Performance Review Committee, University of Tennessee, Chair

EDITORIAL REVIEW FOR THE FOLLOWING JOURNALS

Administrative Science Quarterly
Administration and Policy in Mental Health and Mental Health Services Research
Administration in Social Work – Editorial Board
Best Practices in Mental Health – Editorial Board
Children and Youth Services Review
Journal of Applied Behavioral Science
Journal of Child Psychology and Psychiatry
Journal of Occupational and Organizational Psychology
Journal of Social Service Research – Editorial Board
Journal of Social Work Education – Editorial Board
Research on Social Work Practice – Editorial Board
Social Service Review – Editorial Board
Social Work Research – Editorial Board

TEACHING EXPERIENCE

Chancellor's Professor, July 1, 2008 to present, University of Tennessee, Knoxville, TN.

University Distinguished Professor, July 1, 2000 to present, University of Tennessee, Knoxville, TN.

Professor, January 1987 to present, College of Social Work, University of Tennessee, Knoxville, TN.

Associate Professor, July 1980 to December 1986; Assistant Professor, January 1978 to July 1980,
School of Social Work, University of Hawaii, Honolulu.

Assistant Professor, September 1976 to January 1978, School of Social Work, Florida State
University, Tallahassee, Florida.

Teaching Fellow, September 1975 - May 1976, George Warren Brown School of Social Work,

Washington University, St. Louis, Missouri.

RESEARCH EXPERIENCE

Project Director, National Institute of Mental Health, Children's Mental Health Services Research Center, Testing an Organizational Implementation Strategy in Children's Mental Health. Study experimentally tests the effects of the ARC (organizational implementation strategy on the mental health services provided to youth in a sample of 14 community-based mental health agencies in St. Louis, MO, 2009-2015.

Project Director, W.T. Grant Foundation, Testing the ARC Organizational Intervention Strategy for Community and School-based Youth Service Programs. Study experimentally tests the effects of a planned organizational intervention strategy, labeled ARC for Availability, Responsiveness and Continuity, on the social contexts of mental health programs that serve youth, 2008-2011.

Project Director, W.T. Grant Foundation, The Direct, Indirect, and Moderating Effects of Organizational Climate in Child Welfare Agencies. Study examines three-level mediation and moderation models linking organizational climate to your outcomes, 2008-2009.

Project Director, National Institute of Mental Health, Children's Mental Health Services Research Center, MH66905, Testing EBP and Organization Effects in Rural Appalachia. Study examines a two-level strategy for overcoming barriers to the implementation of effective mental health treatments for youth in rural, deeply impoverished communities, 2003-2008.

Co-Investigator, John D. and Catherine T. MacArthur Foundation., Research Network on Children's Mental Health. Interdisciplinary group is developing and testing strategies for implementing evidence-based treatments for children in community-based mental health service systems, 2003-2007.

Project Director, Tennessee Department of Finance and Administration, Bureau of TennCare, Children's Mental Health Services Research Center, Children Referred to Juvenile and Family Court. Study assessed the impact of TennCare behavioral services on children at risk of custody in urban and rural Appalachian areas of East and West Tennessee, 2001-2003.

Project Director, National Institute of Mental Health, Children's Mental Health Services Research Center, MH56563, Technology and Structure in Children's Service Systems. Study of innovative approaches to improving quality and outcomes of services provided by Tennessee Department of Children's Services, 1999-2004.

Project Director, National Institute of Mental Health, MH53623, Children's Mental Health Services Research Center. Established infrastructure and created research teams to examine services to children at risk of state custody, 1995-2000.

Project Director, National Institute of Mental Health, MH46124, Coordinating Services to Children. Examined effectiveness of coordinating services to multi-problem youth and families provided by Tennessee Departments of Human Services, Youth Development, and Mental Health, 1989-1996.

Project Director, National Institute of Mental Health, MF279402, "Trends in Social Work Research," for NIMH Task Force on Social Work Research. A study of the methodology and subject of social research over a six-year period, 1989-1990.

Project Director, Evaluation of Assessment Information Management System (AIMS) for Interdepartmental Coordination of Services to Children in State Custody. Tennessee Department of Human Services, January 1989-1992.

Research Consultant, Demonstration of Efficacy of Volunteers in Reducing Shelter Care for Youth, funded by U.S. Department of Health and Human Services. University of Hawaii, 1985-86.

Research Consultant, Department of the Army, Tripler AMC, Department of Clinical Investigation. Conducted data analysis and co-authored report of study of PTSD among Army Special Forces. August 1985 - January 1986.

Research Consultant, Kewalo Basin Marine Mammal Research Laboratory, Honolulu, HI. Provided direction of statistical analysis of data describing migrating whale behavior. May - August 1985.

Research Consultant, Child and Family-Focused Intervention Project, Hawaii Department of Public Health. Directed analysis of data describing project's effectiveness in serving at-risk families. August - October 1984.

Project Director, Study of leadership and employee satisfaction and commitment in twenty-two human service organizations on Oahu, Hawaii, 1983-84.

Project Director, Evaluation of Outreach Program of Planned Parenthood of Maui, Hawaii, 1982. Designed study of the impact of outreach efforts on target population and directed staff in implementation.

Consultant, Children and Family Needs Assessment, Maui United Way, 1981-82. Directed the development of sampling strategy and instrument, and conducted data analysis for social, health and economic needs assessment of 60,000 residents of the Island of Maui.

Project Director, Evaluation of Multipurpose Arthritis Center, School of Medicine, University of Hawaii, 1980-81. Directed 10 faculty and staff in a one year evaluation of the education, training and service functions of an arthritic center serving the Pacific Basin islands.

Research Advisor and Consultant, Needs Assessment of Membership, Lokahi Pacific of Maui, 1980-81. Advised the design and implementation of an assessment of the social and economic needs of 900 Lokahi Pacific families on the three Hawaiian islands comprising Maui County.

Evaluation and Research Consultant, Sub-Regional Child Welfare Training Center, University of Hawaii, 1979 to 1982. Coordinated the collection and analysis of Hawaiian data with the National Center, describing the training needs for child welfare workers.

Project Director, Cross-Cultural Study of Structural Characteristics of Human Service Organizations in the Pacific Basin and on the U.S. mainland, 1978 to 1982. Directed comparison of organizational characteristics of service systems on the U.S. mainland, Guam and Oahu.

Project Director, Evaluation of Human Services Program, Castle Memorial Hospital, Oahu, Hawaii, 1979. Directed a six-month evaluation of the mental health residential treatment program.

Project Co-Investigator, Reciprocity Counseling and Communication Training in the Treatment of Marital Discord. Washington University, 1975-76. Examined the effects of direct approaches to treating marital discord in treatment groups.

Research Consultant and Project Director, Resident and Parental Attitudes Regarding Student Transportation, School District of Clayton, Clayton, Missouri, Fall 1975. Evaluated community attitudes toward providing public transportation for students in the County School District.

Program Evaluator, Youth Emergency Service Group Home for Adolescents, Kirkwood, Missouri, 1975-76. Conducted a one year evaluation of the residential services provided to adolescents in a community group home.

ADMINISTRATIVE AND PRACTICE EXPERIENCE

Director, Children's Mental Health Services Research Center, University of Tennessee, 1988 to August 2014. Responsible for the development and implementation of externally funded research on services to children at risk.

Interim Dean, College of Social Work, University of Tennessee, July, 1996 to June, 1997. Responsible for directing 80 faculty and staff on three campuses, including bachelors, masters and doctoral programs, and two research centers during search for Dean (not an applicant).

Chairperson, Ph.D. Program in Social Work, College of Social Work, University of Tennessee, August 1987 to June, 1996. Responsible for developing and implementing policies governing curriculum, admissions and faculty responsibilities in Ph.D. Program.

Director of Research, School of Social Work, University of Hawaii, July 1980 to December 1986. Responsible for directing administrative research for the School as well as contracts with community and state agencies.

President and Board of Directors, John Howard Association of Hawaii, Honolulu, July 1979 to December 1986. Directed residential, pre-release programs for state and federal correction agencies; employment program for youth at risk and ex-offenders; alternative school and drug abuse programs for minority and immigrant children and adolescents at risk; and parenting and family support programs.

Assistant Director of Field Practicum, School of Social Work, University of Hawaii, Honolulu, Hawaii. Responsible for coordinating agency-based field work experiences for students in the Social Development and Research Concentrations, January 1978 to June 1980.

Clinical Coordinator, Narcotics Service Council, Inc., St. Louis, Missouri, 1974-75. Responsible for the design and coordination of a clinical program for 30 in-patient and 200 out-patient drug abusers participating in state and federal pre-release, probation and parole programs; and for community outreach program for children at risk.

Ward Director, Bryce State Hospital, Alabama Department of Mental Health, Tuscaloosa, Alabama, 1973-74. Directed implementation of Federal District Court Wyatt versus Stickney "Right to Treatment" ruling in the development of treatment programs for two in-patient wards for those who were committed to state custody, being assessed for culpability in criminal offense, or being assessed for ability to be tried for criminal offense.

Representative, State Regional Mental Health Planning Committee, Birmingham, Alabama, 1973. Represented Bryce State Hospital in regional planning meetings for implementing "Right to Treatment" Guidelines of Federal District Court.

Social Work Trainee, Veteran's Administration Hospital, Tuskegee, Alabama 1972-73. Received training in individual, family and group direct practice intervention methodologies.

Research Assistant, Needs Assessment of Housing Authority Families in Birmingham and Tuscaloosa, University of Alabama Graduate School of Social Work, Summer 1972.

Coordinator, Drug Abuse Education Groups, Holy Spirit School, Tuscaloosa, Alabama, Fall 1972. Developed and conducted drug education groups for 12-year-old children.

Social Worker, Community Organization Project, University of Alabama Department of Continuing Education, Tuscaloosa, 1971-72. Developed programs for children and adolescents in low socio-economic sector of the community.

SELECTED PRESENTATIONS

Glisson, Charles, "Assessing and Changing Social Context in Implementation Research," National Institutes of Health Implementation Research Institute, Mental Health Services Research Center, Washington University, St. Louis, MO, June 18, 2013.

Glisson, Charles, "Assessing and Changing Organizational Social Context to Improve Mental Health Service for Youth", American Academy of Child & Adolescent Psychiatry's 59th Annual Meeting, San Francisco, CA, October 26, 2012

Glisson, Charles, "Assessing and Changing Organizational Social Context for Effective Services", Knowledge Network Fall Summit, Centerstone Research Institute, Loews Vanderbilt Hotel, Nashville, TN, October 11, 2011

Glisson, Charles, "The Role of Social Context in Implementation Research." National Institutes of

Health Implementation Research Institute, Mental Health Services Research Center,
Washington University, St. Louis, MO, June 28, 2011.

Glisson, Charles, “Assessing and Changing Organization Social Context in Services Research”,
Psychiatry Grand Rounds through the Division of Health Services Research, Department of
Psychiatry, University of Arkansas for Medical Sciences, Little Rock, Arkansas, May 5,
2011.

Glisson, Charles, Hemmelgarn, Anthony, & Green, Philip “Improving Organizational Social
Context in Community-based Youth Service Programs,” William T. Grant Foundation
Intervention Grantee Meeting, Washington, DC, December 14-15, 2010.

Glisson, Charles, “Making Evidence-Based Practices Stick: Strategies to Prepare Your
Organization for Change”, nationwide webinar for National Council for Community
Behavioral Healthcare, through the Georgetown University for Child and Human
Development, National Technical Assistance Center for Children’s Mental Health,
Washington, D.C., November 16, 2010.

Glisson, Charles, “Assessing and Changing Organizational Social Context in Implementation
Research,” Implementation Research Institute, funded by the National Institute of Mental
Health, Washington University, St. Louis, MO, June 16, 2010.

Glisson, Charles, “Assessing and Changing Organizational Culture and Climate for Effective
Implementation,” UNC-CH/Duke Program in Mental Health Services & Systems
Research Seminar Series, Department of Psychiatry and Behavioral Science, School of
Medicine, Duke University, Durham, NC, April 29, 2008.

Glisson, Charles, “Assessing and Changing Organizational Social Context (OSC) for Effective
Services,” Tate Lecture, University of North Carolina, School of Social Work, Chapel
Hill, NC, April 28, 2008.

Glisson, Charles, “The Roles of Organizational Culture and Climate in Children’s Services,”
Expert Panel Series at the Developing Center on Implementing Evidence-based Practices
for Children, NYS Office of Mental Health, Columbia University, New York, NY, March
5, 2008.

Glisson, Charles, “Assessing and Changing Culture and Climate for Effective Children’s
Services,” 21st Annual Research Conference on Systems of Care, Tampa, FL, February
26, 2008.

Glisson, Charles, “Assessing Culture and Climate in Mental Health and Social Service
Organizations,” W.T. Grant Intervention Research Meeting, Washington, DC, January 8,
2008.

Glisson, Charles, “Using Organizational Models to Build Consensus for the Effective
Implementation of EBPs,” National Institutes of Health Science and Service Regional
Meeting, Nashville, TN, November 28, 2007.

Glisson, Charles, “Applying the Socio Technical Organizational Model to a Science of
Implementation Effectiveness,” National Institutes of Health Conference on Building the

Science of Dissemination and Implementation in the Service of Public Health, Bethesda, MD, September 10, 2007.

Glisson, Charles, "Toward a Science of Implementation Effectiveness," Mental Health Services Research Center, Washington University, St. Louis, MO, March 27, 2007.

Glisson, Charles, "Assessing and Changing Organizations for Effective Services," Society for Social Work and Research (SSWR), Aaron Rosen Lecture, San Francisco, CA, January 12, 2007.

Glisson, Charles, "Improving Organizational Culture, Climate, and Staff Turnover in Child Welfare Systems," Society for Social Work and Research (SSWR), Improving the Child Welfare Workforce Symposium, San Francisco, CA, January 12, 2007.

Glisson, Charles, "Organizational Climate, Job Satisfactions, and Outcomes in Child Welfare Agencies," National Survey on Child & Adolescent Well-Being (NSCAW) Data Users Workshop, Washington, DC, January 26, 2007.

Glisson, Charles, "Organizational Culture and Climate in Mental Health Services Research," Mental Health Services Research Center Methods Camp, Washington University, St. Louis, MO, January 11, 2005.

Glisson, Charles, "The Rural Appalachia Project," Select Committee on Children and Youth, Tennessee State Legislature, Knoxville, TN, October 10, 2003.

Glisson, Charles, "Organizational Culture and Climate," Schools as Context for Mental Health Interdisciplinary Network, Institute for Juvenile Research, The University of Illinois at Chicago, May 6, 2003.

Glisson, Charles, "The Organizational Context of Effectiveness Studies," Yale University Mentoring and Education for Health Services Research, Washington, DC, January 30, 2001.

Glisson, Charles, "Becoming a Top 25 Public Research Institution," The University of Tennessee National Alumni Association Board of Governors, Knoxville, TN, November 10, 2000.

Glisson, Charles, "Post-secondary Institutions in Strategic Partnerships," National Committee on Partnerships for Children's Research, Charlotte, NC, October 18, 2000.

Glisson, Charles, "Innovative Strategies and Designs to Build Public Health Impact into Treatment Research," Association for Clinical Psychosocial Research, Napa Valley, CA, October 14, 2000.

Glisson, Charles, "The Impact of Federal Grants on Public Research Universities," Board of Trustees, University of Tennessee, Knoxville, TN, June 22, 2000.

Glisson, Charles, "Organizational Issues: Assessing and Changing Organizational Culture and Climate," in Workshop for Testing and Implementing Empirically Validated Treatments for Children in the Era of Managed Care, NIMH New Clinical Drug

Evaluation Unit Annual Meeting, Boca Raton, FL, June 10, 1998.

Glisson, Charles, "Organizational Culture and Climate in Clinical Services Research for the 21st Century: Innovative Theoretical and Methodological Approaches," a National Institute of Mental Health and American Public Health Association Continuing Education Institute, New York, NY, November 17, 1996.

Glisson, Charles, "Children's Mental Health Services Research," at Advancing Knowledge for Human Service Congressional Exhibit, U.S. Capitol, Washington, D.C., April 11, 1995.

Glisson, Charles, "Coordinating Services to Children at Risk," National Association of Social Workers Meeting of the Profession, Nashville, TN, October 22, 1994.

Kamerman, Sheila, Enola Proctor and Charles Glisson, "Quality of Doctoral Education in Social Work," Group for the Advancement of Doctoral Education in Social Work (GADE) Annual Program Meeting, University of Pittsburgh, October 1, 1992.

Glisson, Charles. "Coordinating Mental Health Services to Children," invited presentation, NIMH Workshop on Mental Health Services Research, University of Wisconsin, Madison, July 23, 1992.

Glisson, Charles, "Children's Mental Health Services: Notes from the Field," invited paper presented at the NIMH Conference, Prevention Research with Children and Adolescents: Conceptual and Methodological Advances, Co-Sponsored by University of Washington, Seattle, May 21-22, 1992.

Glisson, Charles, "The State of the Art of Social Work Research: Implications for Mental Health," invited paper presented at the NIMH Conference on Building Social Work Knowledge for Effective Mental Health Services and Policies," Bethesda, MD, April 6, 1992.

Glisson, Charles, "Quantitative Methods in Social Work," Symposium Organizer and Chair, Council on Social Work Education Annual Program Meeting, Kansas City, MO, March, 1992.

Glisson, Charles, "Quality of Doctoral Education in Social Work," Group for the Advancement of Doctoral Education in Social Work (GADE), Annual Meeting, Los Angeles, CA, October 9-11, 1991.

Glisson, Charles, "Quantitative Methods in Social Work," Symposium Organizer and Chair, Council on Social Work Education Annual Program Meeting, New Orleans, March, 1991.

Kronick, Jane, Charles Glisson and Sheila Kamerman, "Critical Challenges for Doctoral Education in Social Work," Group for the Advancement of Doctoral Education in Social Work (GADE), Annual Meeting, Minneapolis, MN, October, 1990.

Glisson, Charles, "The Interorganizational Coordination of Services to Children in State Custody," Tennessee Conference on Social Welfare, Nashville, March 29, 1990.

Glisson, Charles, "Quantitative Methods in Social Work" Symposium Organizer and Chair, Council on Social Work Education Annual Program Meeting, March 1990.

Kronick, Jane, Sheila Kamerman, and Charles Glisson, "The Structure of Doctoral Programs: A Content Analysis," Group for the Advancement of Doctoral Education in Social Work (GADE) Annual Meeting, Gatlinburg, TN, October 1989.

Glisson, Charles, "The Organizational Determinants of Effective Human Services," Social Science Research Institute Colloquia Series, University of Tennessee, November 14, 1988.

Glisson, Charles, "Distinguishing and Combining Qualitative and Quantitative Research Methods," invited participant in conference entitled Empiricism in Clinical Practice: Present and Future, sponsored by State University of New York, Rockefeller College of Public Affairs and Policy, School of Social Welfare, August 18-20, 1988.

Glisson, Charles, "Is Social Administration Effective? Refocusing Responsibility for Successful Intervention," Council on Social Work Education Annual Program Meeting, St. Louis, MO, March 10, 1987.

Glisson, Charles and Joel Fischer, "How Much Statistics Should a Social Worker Study, if a Social Worker Should Study Statistics?" Council on Social Work Education Annual Program Meeting, Miami, Florida, March 9-12, 1986.

Glisson, Charles, "The Social Service Organizational Effects on the Social Worker-Client Relationship," invited colloquium, College of Social Work, University of South Carolina, Columbia, February 7, 1986.

Glisson, Charles, "The Group Versus the Individual as the Unit of Analysis in Small Group Research," Symposium for the Study of Empirical Foundations of Group Work, School of Social Work, University of Wisconsin, Madison, June 7, 1985.

Glisson, Charles, "The Impact of the Organization on the Perceptions and Effectiveness of the Human Service Worker," invited colloquium, Faculty of Social Welfare, University of Calgary, Alberta, Canada, November 1984.

Glisson, Charles and Patricia Y. Martin, "Context, Structure, and Performance in Human Service Organization: Toward a Reconciliation of the Culture Free versus Culture Specific Debate," American Sociological Association Annual Meeting, San Antonio, Texas, August 27-31, 1984.

Glisson, Charles, "Trends in Social Work Research: Substantive and Methodological Implications for Doctoral Curricula," invited paper presented to the Annual Meeting of the Group for Advancement of Doctoral Education (GADE), Tuscaloosa, Alabama, October 10, 1983.

Glisson, Charles, "Capturing the Elusive Scientific Imperative: A Prescriptive Model for Doctoral Program Research Curricula," invited paper presented to the Annual Meeting of the Group for the Advancement of Doctoral Education (GADE), Philadelphia, PA, October 12, 1982.

Glisson, Charles, "A Multitrack Research Methodology Curriculum for MSW Programs," Institute on Research Curriculum, Council on Social Work Education 1982 Annual

Program Meeting, New York, New York.

Glisson, Charles and Joel Fischer, "Enhancing the Quality of Services Through Coordination of Administrative and Clinical Techniques: A Prescriptive Model for Social Work Education," Council on Social Work Education 1982 Annual Program Meeting, New York, New York.

Glisson, Charles, "Research Methodology Content in Social Work Doctoral Program," invited paper presented to the Annual Meeting of the Group for Advancement of Doctoral Education (GADE) in Seattle, Washington, October 18, 1981.

Glisson, Charles, "Are Social Work Doctoral Program Graduates Quantitative Illiterates?" invited paper presented to the Annual Meeting of GADE (Group for the Advancement of Doctoral Education) in Washington, D.C., October 18, 1980.

Glisson, Charles, "Determinants of Workers Productivity in Human Service Organizations: The Development of an Empirically-Based Descriptive Model," presented in an invited colloquium to the School of Social Work, University of Washington, Seattle, April 24, 1980.

Glisson, Charles, "Teaching Social Welfare Policy and Administration Using Computer Simulation," Council on Social Work Education Annual Program Meeting, Los Angeles, California, 1980.

Glisson, Charles and Patsy Y. Martin, "Productivity and Efficiency in Human Service Organizations as Related to Structure, Size and Age," presented to the European Group for Organizational Studies and the Social Science Research Council Workshop sponsored by the Management Center, University of Aston, Birmingham, England, April 2-4, 1979.

Glisson, Charles, "Education in Mental Health: A Return to Moral Treatment?" Council on Social Work Education 1979 Annual Program Meeting, Boston, Mass.

Glisson, Charles A., "Developing Competency Based Criteria for Training Administrators in the Field of Aging," Council on Social Work Education 1979 Annual Program Meeting, Boston, Mass.

Glisson, Charles, "Biomedical (BMDP) Computer Programs: A Brief Evaluation of Their Utility for the Novice," Council on Social Work Education 1977 Annual Program Meeting, Phoenix, Arizona.

PUBLICATIONS

Glisson, C., Williams, N.J., Hemmelgarn, A., Proctor, E., & Green, P. (in press). "Aligning organizational priorities with ARC to improve youth mental health service outcomes," *Journal of Consulting and Clinical Psychology*. 84(8). Published online doi: 10.1037/ccp0000107

Williams, N.J., Glisson, C., Hemmelgarn, A., & Green, P. (2016). Mechanisms of change in the ARC organizational strategy: Increasing mental health clinicians' EBP adoption through

improved organizational culture and capacity," *Administration and Policy in Mental Health and Mental Health Services Research* 43(3). Published online doi: 10.1007/s10488-016-0742-5

Glisson, C., Williams, N.J., Hemmelgarn, A., Proctor, E., & Green, P. (2016). "Increasing clinicians' EBT exploration and preparation behavior in youth mental health services by changing organizational culture with ARC," *Behaviour Research and Therapy*. 76(1), 40-46 doi.org/10.1016/j.brat.2015.11.008.

Glisson, C. (2015). "The role of organizational culture and climate in innovation and effectiveness," *Human Service Organizations: Management, Leadership and Governance* 39 (4), 245-250 doi:10.1080/23303131.2015.1087770

Frazier, S. L., Mehta, T. G., Atkins, M. S., Glisson, C., Green, P., Gibbons, R., Kim, J. B., Chapman, J., Schoenwald, S., Cua, G., Ogle, R., & The LINKS (Linking Neighborhoods, Kids, and Schools) Center (2015). The social context of urban classrooms: Measuring student psychological climate. *Journal of Early Adolescence*. 1-31 Advance online publication. doi: 10.1177/0272431615570056.

Glisson, C., & Williams, N. J. (2015). Assessing and changing organizational social contexts for effective mental health services. *Annual Review of Public Health*. 36: 507–523 doi: 10.1146/annurev-publhealth-031914-122435.

Williams, N. J., & Glisson, C. (2014). The role of organizational culture and climate in the dissemination and implementation of empirically-supported treatments for youth. In R. Beidas, & P. Kendall (Eds.), *Child and Adolescent Therapy: Dissemination and Implementation of Empirically-Supported Treatments*. New York: Guilford Press.

Williams, N. J., & Glisson, C. (2014). Testing a theory of organizational culture, climate and youth outcomes in child welfare systems: A United States national study. *Child Abuse and Neglect*, 38(4), 757-67. doi: 10.1016/j.chiabu.2013.09.003.

Olin, S.S., Williams, N. J., Pollock, M., Armusewicz, K., Kutash, K., Glisson, C., & Hoagwood, K. (2014). Quality indicators for family support services and their relationship to organizational social context. *Administration and Policy in Mental Health and Mental Health Services Research*.41:43-54 doi: 10.1007/s10488-013-0499-z.

Glisson, C., Williams, N. J., Green, P., Hemmelgarn, A., & Hoagwood, K. (2014). The organizational social context of mental health Medicaid waiver programs with family support services: Implications for research and practice. *Administration and Policy in Mental Health and Mental Health Services Research*.41:32-42 doi: 10.1007/s10488-013-0517-1.

Williams, N. J., & Glisson, C. (2013). Reducing turnover is not enough: The need for proficient organizational cultures to support positive youth outcomes in child welfare. *Children and Youth Services Review*, 35:11 doi: 10.1016/j.childyouth.2013.09.002.

Proctor, E.K., Landsverk, J., Baumann, A.A., Mittman, B.S., Aarons, G.A., Brownson, R.C., Glisson, C., & Chambers, D. (2013). The Implementation Research Institute: Training Mental Health Implementation Researchers in the United States. *Implementation Science*,

Powell, J.P., Proctor, E.K., Glisson, C.A., Kohl, P.A., Raghavan, R., Brownson, R.C., Stoner, B.P., Carpenter, C.R., & Palinkas, L.A. (2013). A mixed methods multiple case study of implementation as usual in children's social service organizations: study protocol. *Implementation Science*, 8:92 doi: 10.1186/1748-5908-8-92

Glisson, C., Hemmelgarn, A., Green, P., Williams, N. (2013). Randomized Trial of the Availability, Responsiveness and Continuity (ARC) Organizational Intervention for Improving Youth Outcomes in Community Mental Health Programs. *Journal of the American Academy of Child and Adolescent Psychiatry*, 52(5), 493-500 doi: 10.1016/j.jaac.2013.02.005.

Glisson, C., Green, P., & Williams, N. (2012). Assessing the Organizational Social Context (OSC) of child welfare systems: Implications for research and practice. *Child Abuse & Neglect*, 36(9), 621-632 doi: 10.1016/j.chiabu.2012.06.002.

Glisson, C., Hemmelgarn, A., Green, P., Dukes, D., Atkinson, S., & Williams, N. (2012). Randomized trial of the ARC organizational intervention with community-based mental health programs and clinicians serving youth. *Journal of the American Academy of Child and Adolescent Psychiatry*, 51(8), 780-787 doi: 10.1016/j.jaac.2012.05.010.

Glisson, C.A. (2012). Interventions with organizations. In C.A. Glisson, C.N. Dulmus, & K.M. Sowers (Eds.). *Social work practice with groups, communities and organizations* (pp.159-190). Hoboken, NJ: John Wiley & Sons, Inc.

Aarons, G.A., Glisson, C., Green, P., Hoagwood, K., Kelleher, K.J., & Landsverk, J.A. (2012). The organizational social context of mental health services and clinician attitudes toward evidence-based practice: A United States national study. *Implementation Science*, 7(1):56.doi:10.1186/1748-5908-7-56.

Glisson, C., & Green, P.D. (2011). Organizational climate, services and outcomes in child welfare systems. *Child Abuse & Neglect*, 35, 582-591 doi: 10.1016/j.chiabu.2011.04.009.

Aarons, G.A., Glisson, C., Hoagwood, K., Kelleher, K., Landsverk, J., & Cafri, G. (2010). Psychometric properties and United States national norms of the Evidence-Based Practice Attitude Scale (EBPAS). *Psychological Assessment*, 22 (2), 356-365 doi: 10.1037/a0019188.

Glisson, C., Schoenwald, S.K., Hemmelgarn, A.L., Green, P.D., Dukes, D., Armstrong, K.S., & Chapman, J.E. (2010). Randomized trial of MST and ARC in a two-level evidence-based treatment implementation strategy. *Journal of Consulting and Clinical Psychology*, 78 (4),537-550 doi: 10.1037/a0019160.

Glisson, C. (2010). Organizational climate and service outcomes in child welfare agencies. In M.B. Webb, K. Dowd, B.J. Harden, J. Landsverk, & M.F. Testa (Eds.), *Child welfare and child well-being: New perspectives from the national survey of child and adolescent well-being* (pp. 378-406). New York: Oxford University Press.

Glisson, C. (2009). Organizational climate and culture and performance in the human services.

In R.J. Patti (Ed.), *Handbook of human services management* (2nd ed., pp.119-142). Thousand Oaks, CA: Sage Publications.

- Proctor, E. K., Landsverk, J., Aarons, G., Chambers, D., Glisson, C., Mittman, B. (2009). Implementation research in mental health services: An emerging science with conceptual, methodological, and training challenges. *Administration and Policy in Mental Health and Mental Health Services Research*, 36, 24-34 doi: 10.1007/s10488-008-0197-4.
- Glisson, C., Landsverk, J., Schoenwald, S.K., Kelleher, K., Hoagwood, K.E., Mayberg, S., & Green, P. (2008). Assessing the Organizational Social Context (OSC) of mental health services: Implications for implementation research and practice. *Administration and Policy in Mental Health and Mental Health Services Research*, 35(1), 98-113.
- Glisson, C., Schoenwald, S.K., Kelleher, K., Landsverk, J., Hoagwood, K.E., Mayberg, S., & Green, P. (2008). Therapist turnover and new program sustainability in mental health clinics as a function of organizational culture, climate, and service structure. *Administration and Policy in Mental Health and Mental Health Services Research*, 35(1), 124-133.
- Capella, E., Frazier, S.L., Atkins, M.S., Schoenwald, S.K., & Glisson, C. (2008). Enhancing schools' capacity to support children in poverty: An ecological model of school-based mental health services. *Administration and Policy in Mental Health and Mental Health Services Research*, 35(5), 395-409.
- Hoagwood, K.E., Green, E., Kelleher, K., Schoenwald, S.K., Rolls-Reutz, J., Landsverk, J., Glisson, C., & Mayberg, S. (2008). Family advocacy, support and education in children's mental health: Results of a national survey. *Administration and Policy in Mental Health and Mental Health Services Research*, 35(1), 73-83.
- Schoenwald, S.K., Chapman, J.E., Kelleher, K., Hoagwood, K.E., Landsverk, J., Stevens, J., Glisson, C., & Rolls-Reutz, J. (2008). A Survey of the infrastructure for children's mental health services: Implications for the implementation of Empirically Supported Treatments (ESTs). *Administration and Policy in Mental Health and Mental Health Services Research*, 35(1), 84-97.
- Glisson, C. (2008). Interventions with Organizations: The ARC model. In K. Sowers, & C. Dulmus (Eds.), *The comprehensive handbook of social work and social welfare* (pp.556-581). Hoboken, NJ: John Wiley & Sons.
- Glisson, C. (2007). Assessing and changing organizational culture and climate for effective services. *Research on Social Work Practice*, 17, 736-747.
- Glisson, C., Dukes, D., & Green, P.D. (2006). The effects of the ARC organizational intervention on caseworker turnover, climate, and culture in children's service systems. *Child Abuse & Neglect*, 30, 855-880.
- Glisson, C., & Green, P.D. (2006). The role of specialty mental health care in predicting child welfare and juvenile justice out-of-home placements. *Research on Social Work Practice*, 16(4), 480-490.

- Glisson, C., & Green, P. (2006). The effects of organizational culture and climate on the access to mental health care in child welfare and juvenile justice systems. *Administration and Policy in Mental Health and Mental Health Services Research*, 33(4), 433-448.
- Hemmelgarn, A. L., Glisson, C., & James, L.R. (2006). Organizational culture and climate: Implications for services and intervention research. *Clinical Psychology: Science and Practice*, 13(1), 73-89.
- Glisson, C. (2006). Studying the organizational context of social services. In L.B Alexander, & P. Solomon (Eds.), *The research process in the human services: Behind the scenes* (pp.88-97). Belmont, CA: Wadsworth/Thomson Inc.
- Glisson, C., & Schoenwald, S.K. (2005). The ARC organizational and community intervention strategy for implementing evidence-based children's mental health treatments. *Mental Health Services Research*, 7(4), 243-259.
- Tyson, E.H., & Glisson, C. (2005). A cross-ethnic validity study of the Shortform Assessment for Children (SAC). *Research on Social Work Practice*, 15(2), 97-109.
- James, L.R., McIntyre, M.D., Glisson, C., Green, P.D., Patton, T.W., LeBreton, J.M. et al. (2005). A conditional reasoning measure for aggression. *Organizational Research Methods*, 8(1), 69-99.
- James, L.R., McIntyre, M.D., Glisson, C., & Mitchell, T.R. (2004). The conditional reasoning measurement system for aggression: An overview. *Human Performance*, 17(3), 271-295.
- Hemmelgarn, A.L., Glisson, C., & Sharp, S. (2003). The validity of the Shortform Assessment for Children. *Research on Social Work Practice*, 13, 510-530.
- Glisson, C. (2002). The organizational context of children's mental health services. *Clinical Child and Family Psychology Review*, 5(4), 233-253.
- Glisson, C., & James, L.R. (2002). The cross-level effects of culture and climate in human service teams. *Journal of Organizational Behavior*, 23(6), 767-794.
- Glisson, C., Hemmelgarn, A.L., & Post, J.A. (2002). The Shortform Assessment for Children (SAC): An assessment and outcome measure for child welfare and juvenile justice. *Research on Social Work Practice*, 12(1), 82-106.
- Hemmelgarn, A.L., Glisson, C., & Dukes, D. (2001). Emergency room culture and the emotional support component of family-centered care. *Children's Health Care*, 30(2), 93-110.
- Glisson, C., Bailey, J., & Post, J.A. (2000). Predicting the time children spend in state custody. *Social Service Review*, 74(2), 253-280.
- Glisson, C. (2000). Organizational climate and culture. In R.J. Patti (Ed.), *Handbook on social welfare management*. Thousand Oaks, CA: Sage Publications.
- Nugent, W., & Glisson, C. (1999). Reactivity and responsiveness in children's service systems. In E.K. Proctor, N. Morrow-Howell, & A. Stiffman (Eds.), *Mental health services and*

- sectors of care* (pp. 41-60). New York: Haworth Press. (Reprinted from reactivity and responsiveness in children's service systems. *Journal of Social Service Research*, 25(3), 41-60).
- Martin, L.M., Peters, C.L., & Glisson, C. (1998). Factors affecting case management recommendations for children entering state custody. *Social Service Review*, 72(4), 521-544.
- Glisson, C., & Hemmelgarn, A.L. (1998) The effects of organizational climate and interorganizational coordination on the quality and outcomes of children's Service Systems. *Child Abuse and Neglect*, 22(5), 401-421.
- Glisson, C. (1996). Judicial and service decisions for children entering state custody: The limited role of mental health. *Social Service Review*, 70(2), 257-281.
- Glisson, C. (1995). The state of the art of social work research: Implications for mental health. *Research on Social Work Practice*, 5(2), 205-222.
- Glisson, C. (1994). The effect of services coordination teams on outcomes for children in state custody. *Administration in Social Work*, 18(4), 1-23.
- Glisson, C. (1994). Social work research on total systems of service. In W. Hudson, & P. Nurius (Eds.), *Controversial issues in social work research* (pp.155-167). Boston, MA: Allyn & Bacon.
- Glisson, C., & Gillespie, D. (1993). Toward the development of quantitative methods in social work research. *Journal of Social Service Research*, 16 (1/2), 1-10.
- Gillespie, D., & Glisson, C. (Eds.). (1992). *Quantitative methods in social work: The state of the art*. New York: Haworth.
- Glisson, C., & James, L. (1992). The interorganizational coordination of services to children in state custody. In D. Bargal, & H. Schmid (Eds.), *Organizational change and development in human service organizations*. New York: Haworth Press. (Reprinted from The interorganizational coordination of services to children in state custody. *Administration in Social Work*, 16(3/4), 65-80).
- Glisson, C. (1992). Structure and technology in human service organizations. In Y. Hasenfeld (Ed.), *Human services as complex organizations* (pp. 184-202). Beverly Hills: Sage Publications.
- Ross, M., & Glisson, C. (1991). Bias in social work intervention with battered women. *Journal of Social Service Research*, 14(3/4), 79-105.
- Glisson, C. (1990). Distinguishing and combining qualitative and quantitative research methods. In L. Videka-Sherman, & W. Reid (Eds.), *Advances in clinical social work research*. Silver Spring, MD: NASW Press.
- Chemtob, C., Bauer, G., Nellar, G., & Glisson, C. (1990). Post-traumatic stress disorder among Special Forces Vietnam veterans. *Military Medicine*, 155(1), 16-20.

- Martin, P., & Glisson, C. (1989). Perceived structure: Welfare organizations in three societal cultures. *Organization Studies*, 10(3), 353-380.
- Glisson, C. (1989). The effect of leadership on workers in human service organizations. In Y. Hasenfeld (Ed.), *Administrative leadership in the social services*. New York: Haworth Press. (Reprinted from Impact of leadership on workers in human service organizations. *Administration in Social Work*, 1989 13(3-4), 99-116).
- Glisson, C., & Durick, M. (1988). Predictors of job satisfaction and organizational commitment in human service organizations. *Administrative Science Quarterly*, 33(1), 61-81.
- Glisson, C. (1987). The group versus the individual as the unit of analysis in small group research. In S. Rose, & R. Feldman (Eds.), *Research in social group work* (pp.15-30). New York: Haworth Press.
- Glisson, C., & Fischer, J. (1987). Statistical training for social workers. *Journal of Social Work Education*, 23(3), 50-58.
- Glisson, C. (1987). Debate with authors: Author's response. *Social Service Review*, 61(1).
- Glisson, C. (1986). The group versus the individual as the unit of analysis in small group research. *Social Work with Groups*, 9(3), 15-30.
- Cousins, P., Fischer, J., Glisson, C., & Kameoka, V. (1985). The effects of physical attractiveness and verbal expressiveness on clinical judgments. *Journal of Social Service Research*, 8(4), 59-74.
- Glisson, C. (1985). In defense of statistical tests of significance. *Social Service Review*, 59(3), 377-386.
- Glisson, C. (1985). A contingency model of social welfare administration. In S. Slavin (Ed.), *An Introduction to human services management*, Vol. 1 of *Social administration: The management of the social services*, 2nd ed. New York: Haworth Press. (Reprinted from A contingency model of social welfare administration. *Administration in Social Work*, 1981 5 (1), 15-29).
- Glisson, C. (1984). Prisoners. In H. Gochros, J. Gochros, & J. Fischer (Eds.), *Social work practice with the sexually oppressed*. Englewood Cliffs, NJ: Prentice-Hall, Inc.
- Glisson, C., & Mok, H.M. (1983). Incorporating nominal variables in path analysis: A cross-cultural example with human service organizations. *The Journal of Applied Behavioral Sciences*, 19(1), 95-102.
- Glisson, C. (1982). Are social work doctoral program graduates quantitative illiterates? In A. Rosen and J. Stretch (Eds.), *Doctoral education in social work: Issues, perspectives and evaluations*. St. Louis: Group for the Advancement of Doctoral Education.
- Glisson, C.A. (1982). Research teaching in social work doctoral programs. *Social Service Review*, 56(4), 629-639.

- Glisson, C.A., & Fischer, J. (1982). Use and nonuse of multivariate statistics. *Social Work Research and Abstracts*, 18(1), 42-44.
- Glisson, C. (1982). Author's response. *Journal of Education for Social Work*, 18(1).
- Glisson, C.A., & Hudson, W. (1981). Applied statistical misuse in educational research: An admissions criteria example. *Journal of Education for Social Work*, 17(2), 35-44.
- Glisson, C.A. (1981). A contingency model of social welfare administration. *Administration in Social Work*, 5(1), 15-29.
- Glisson, C.A. (1981). Correctional institutions. In D. Shore & H. Gochros (Eds.), *Sexual problems of adolescents in institutions*. Springfield, IL: Charles Thomas.
- Glisson, C.A., Melton, S., & Raggow, L. (1980). The effect of separation on depression, self-esteem and marital satisfaction. *Journal of Social Service Research*, 4(1), 61-76.
- Glisson, C.A., & Martin, P.Y. (1980). Productivity and efficiency in human service organization as related to structure, size, and age. *Academy of Management Journal*, 23(1), 21-37.
- Glisson, C.A. (1979). In defense of determinism. *OMEGA, The International Journal of Management Science*, 7(4), 8-9.
- Glisson, C.A. (1978). Dependence of technological routinization on structural variables in human service organizations. *Administrative Science Quarterly*, 23(3), 383-395.
- Glisson, C.A. (1975). The accountability controversy. *Social Work*, 20(5), 417-419.
- Glisson, C.A. (1973). Abraham Maslow's theory of self-actualization applied to the sensitivity training group. *Group Psychotherapy and Psychodrama*, 26(3-4), 77-87.

TEACHING AND RESEARCH AREAS OF SPECIALIZATION

Human Service Organizations
 Organizational Culture and Climate
 Children's Mental Health Services
 Psychosocial Measurement and Assessment
 Child Welfare
 Juvenile Justice