

WILLIAM LOEWEN, MSW, PhD

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CAREER GOAL

- Social Work Teaching and Research

EDUCATION

- Ph.D. 2000 (Social Welfare) University of Pennsylvania
- MSW 1980 (Planning and Administration), University of Washington

KEY QUALIFICATIONS

- Experience in undergraduate teaching
- Experience in management consulting with national non-profits and employee-owned businesses.
- Group dynamics specialist trained in the Tavistock tradition.
- Multi-cultural and cross-functional leadership training.

RELEVANT PROFESSIONAL EXPERIENCE

- *Teaching*
 - * Social work courses at University of Sioux Falls.
 - * Social service and sociology courses at Seattle Pacific University.
 - * Leadership and group dynamics staff at Wharton Exec. Ed. Program, Univ. of Penn.
 - * Group dynamics adjunct faculty at Psychoanalytic Institutes of Northern California.
- *Group Dynamics Facilitation*
 - * Process group facilitator for Jungian candidate cohorts at NPIAP, Seattle.
 - * Experienced staff consultant in numerous Tavistock group relations conferences.
- *Consulting*
 - * Senior consultant for Praxis Consulting Group specializing in employee-owned businesses. Designed corporate culture changes to increase productivity through worker participation in a wide array of small and medium-sized businesses (manufacturing and services firms).
 - * Designed and delivered training modules on project management, cross-cultural management, and diversity to Hewlett Packard, Raytheon, Illinois Power, Matsushita, ConEdison, Pfizer and Wolf Block.
 - * Non-profit management consulting for Bread for the World, Mennonite Central Committee, North Am. Baptist International Ministries, Carelift International, Mennonite Economic Development Associates, and American Friends Service Committee.
- *Non-profit Administration*
 - * HR Director with Mennonite Central Committee.
- *Social Work*
 - * 9 years of social service planning with City of Seattle
 - * 3 years as a social service community organizer with City of Wichita, Kansas

WORK HISTORY

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|----------------|---|--------------------------|
| • 2007 to 2021 | Associate Prof—Dir USF SW Prog | Sioux Falls, SD |
| • 2006 to 2007 | Self-employed Consultant | Seattle, WA |
| • 2002 to 2006 | Asst. Professor of Sociology, SPU | Seattle, WA |
| • 1999 to 2002 | Praxis Consulting Group | Seattle, WA |
| • 1995 to 1999 | Self-employed Consultant and Staff at Wharton Exec Ed Program | Philadelphia, PA |
| • 1993 to 1995 | PhD coursework, part-time consultant | U of Pennsylvania |
| • 1989 to 1993 | HR Dir Mennonite Central Committee | Akron, PA |
| • 1980 to 1989 | Social Service Planner, | City of Seattle |
| • 1978 to 1980 | MSW course work | University of Washington |
| • 1975 to 1978 | Community organizer in poverty prog | City of Wichita, Kansas |

PROFESSIONAL MEMBERSHIPS (PAST MEMBERSHIPS LAPSED WITH RETIREMENT 2021)

- AK Rice Institute (group relations training); Member CCSGO and GREX (past President)
- NASW
- ACOSA (SW macro practice association)
- BPD (SW Baccalaureate Program Directors)

ASSESSMENT TOOL CERTIFICATIONS

- MBTI certified
- Group Development Questionnaire certified

PUBLICATIONS

Articles & book chapters:

1. Loewen, W. J. (1983). Exploding the myth of growing old. Christian Living, 30(3-4), 8-12.
2. Loewen, W. J. (1993). Where's home? Closing the MK's identity gap. Evangelical Missions Quarterly, 29(1), 52-57.
3. Loewen, W. J. (2002). Participation and decision-making in a changing workforce. In NCEO Cultural Diversity and Employee Ownership (pp. 59-74). Oakland, CA: NCEO.
4. Loewen, W., Loewen, G., Loewen S., & Pauls, D. (2013). Who is cooking the borscht: A social identity perspective. In R. Buller, & K. Fast (Eds.), Mothering Mennonite (pp. 121-142). Toronto: Demeter Press.
5. Loewen, W., Loewen G., Loewen, S. (2018 pending), Patchwork Life. In K. Mantas & M. Dumont (Eds.), Grandmothers and Grandmothering: Weaving Creative and Scholarly Perspectives in Honor of Our Women Elders (pending publication). Toronto: Demeter Press.

Draft Articles in progress:

1. Qualitative research article on how intra-group identity fractures support inter-group linkages.
2. Case study of structural racism in a non-profit organization.
3. Article on the effectiveness of linking non-profit organizational structure and process to strategic goals.

RESEARCH

1. Dissertation research was a two year ethnographic study of a community development effort of a steel town in Pennsylvania wracked by racial tension. A journal article and book are in progress.
2. Ethnography of the organization SNOW is currently being conducted. Research will contribute to literature on organizational structure, intergroup theory and social movements.
3. Research on community impact of changing substance abuse treatment from an acute care model to a long term recovery oriented model.

PROFESSIONAL CONFERENCE PRESENTATIONS

- NCEO 2000 National Conference, Chicago, IL, *Communication Employee Ownership*.
- NCEO 2001 National Conference, Seattle, WA, *ESOP Committees as a Way to Maximize Worker Participation*.
- NCEO 2002 National Conference, Chicago, IL, *ESOP Committees as a Way to Maximize Worker Participation*.
- A K Rice Institute 2002 San Francisco Group Relations Conference, Large Group Consultant
- AK Rice Institute 2004 Los Angeles Group Relations Conference, Small Group Leader
- AK Rice Institute 2005 Los Angeles Group Relations Conference, Small Group Consultant
- AK Rice Institute 2006 San Diego Group Relations Conference, Small Group Consultant
- AK Rice Institute 2006 National Forum on Group Relations, Chicago, IL, *Intragroup Fractures Support Intergroup Links: A Study of a Conflicted Community Development Effort*.
- AK Rice Institute 2007 Los Angeles Group Relations Conference, Small Group Consultant
- BPD 2010 National Conference, *Social Identity and Social Justice in SW Education*
- AK Rice Institute 2013 Chicago Group Relations Conference, Small Group Consultant

COURSES TAUGHT

- Social Work Practice with Groups
- Group, organization and community dynamics
- Organization and Community Social Work Practice
- Applied Qualitative Research
- Social Policy Analysis
- Individual and Families
- Introduction to Social Work
- Human Behavior and Social Environment II
- Introduction to Addictions
- Native American/White Relations
- International Social Work
- Social Diversity
- Research Methods