



## Curriculum Vita

**Instructor:** Dr. Avril W. Knox  
Assistant Professor / MSW Field Education Director

**University Address:** School of Social Work  
Henderson Building, Room 317  
East Texas A&M University  
PO BOB 3011  
Commerce, Texas 75429-3011

**University Email:** [avril.knox@etamuc.edu](mailto:avril.knox@etamuc.edu)

**Faculty Web Page Address:** <https://www.etamu.edu/school-of-social-work/>

### EDUCATION

**Walden University, Minneapolis, MN**  
Doctor of Social Work

**Southern University, New Orleans, LA**  
Master of Social Work

**Southern University, New Orleans, LA**  
Bachelor of Arts in Psychology

### ADDITIONAL TRAINING AND CERTIFICATION / AWARDS

- Certified Social Worker (CSW) License # 4642 (Louisiana)
- Academy of Certified Social Workers (ACSW)
- Awarded the 2014 Distinguished Human Service Professional Award, Community Council of Greater Dallas

### EMPLOYMENT HISTORY/TEACHING EXPERIENCE

## **RELEVANT EMPLOYMENT HISTORY**

### **Assistant Professor/MSW Field Director**

**August 2021 to Present**

**East Texas A&M University - Commerce, Texas**

*Full-Time*

Strong potential for or evidence of teaching excellence in BSW/MSW clinical and community

- Foster the implementation of evidence-informed practice by working collaboratively with other community professionals to solidify recruitment and retention efforts.
- Forge partnerships with organizations to establish field internships.
- Support vital BSW/MSW education in training in clinical social work
- Provide service to the Program, Department, College, and University, including advisement
- Oversee the development and maintenance of the MSW field education program; implement field education policies and procedures, program assessment, and accreditation processes
- Supervise and maintain the upkeep of the MSW field education program through the TK20 Student Database system
- Create and demonstrate field education policies and procedures, as well as program assessment and competent procedures.

### **Courses Taught:**

- SWK 348: Promote Mental Health Across Populations
- SWK 370: Writing and Technology Skills
- SWK 425: Field Instruction I
- SWK 426: Field Instruction II
- SWK 505: Advanced Generalist Practice with Individuals
- SWK 503: Generalist Practice with Organizations and Communities
- SWK 508: Social Work Supervision and Administration
- SWK 554: Advanced General Practice in Field Practicum

### **Assistant Department Head**

**August 2024 to January 2025**

**East Texas A&M University - Commerce, Texas**

*Full-Time*

- Successfully assisted with the Programs, Department, College, and University tasks.
- Provided leadership and oversight to the adjunct professionals

### **Adjunct Professor**

**January 2021 to August 2021**

**Texas A&M University-Commerce - Commerce, Texas**

*Part-Time*

- Advocate for essential BSW/MSW field education practices, focusing on clinical social work training.
- Deliver curriculum and educational guidance to BSW/MSW social work students

**Courses Taught:**

- SWK 425: Field Instruction I
- SWK 554: Advanced General Practice in Field Practicum

**Adjunct Instructor**

**August 2006 to May 2024**

**Dallas College - Dallas, Texas**

*Part-Time*

Vigorous use of effective teaching strategies and multiple teaching techniques; teaching and modeling appropriate level learning skills, and creating an environment conducive to learning

- Organized the classroom and efficiently used class time
- Demonstrate mastery and ability to articulate and relate to students
- Plan an integral role in the development and implementation of curriculum and assessment for their area of expertise
- Outstanding skills in synchronous or asynchronous communication and meetings to help students achieve the learning objectives for their course(s)
- Implementing strategic recruitment and retention plans
- Attend events, programmatic meetings, and committee work as agreed upon and or designated by the Dean

**Courses Taught:**

- SCWK 1305: Group Work Intervention
- SCWK 1313: Introduction to Social Work
- SCWK 2301: Assessment and Case Management
- SCWK 2305: Special Problems of Youth
- SCWK 2307: Human Behavior in the Social Environment
- SCWK 2311: Interviewing/ Counseling Theory
- SCWK 2331: Abnormal Behavior

**Adjunct Faculty**

**August 2020 to December 2020**

**Virginia Commonwealth University – Richmond, Virginia**

*Part-Time*

- Accurately used the correct type of reactions based on training and input from the master instructor.
- Analyzed student activity within discussions and assessments, and chose the appropriate responses
- Assisted in managing generic student communications
- Utilized an online learning platform (Canvas) to communicate with students
- Successfully presented and taught research for the Master of Social Work Department
- Assisted with grading and operational duties
- Monitored engagement levels and provided recommendations on the best approach to increase engagement
- Adhere to university policies and procedures
- Other duties as assigned

**Courses Taught:**

- SLWK 609: Foundation Research Methods

**Director of Programs**

**June 2010 to October 2019**

**Catholic Charities Dallas - Dallas, Texas**

*Full-Time*

- Implemented policies and procedures for efficient and effective service delivery
- Overseen Refugee Resettlement, Employment Services, Education Services, In-Kind Donations, Food Services, Housing, Disaster & Financial Stability departments; seventeen programs
- Defined the scopes of services rendered within regulations of State/federal cooperative agreements, funding contracts, and Council on Accreditation (COA) requirements
- Supervise, train, and coach sixty associates toward meeting outcomes and objectives.
- Overseen one of the most extensive employment programs in the Dallas area
- Led an English Literacy Instruction program in eight locations
- Fiscal manager of over six million dollars; secured program funds through grant writing and federal contracts

**Director - Emergency Shelter Services**

**November 2002 to May 2010**

**The Family Place, Inc. – Dallas, Texas**

*Full-Time*

- Managed the overall operation of the Family Violence Shelter
- Formulated program goals and objectives, including program and policy development
- Conducted excellent program audits; maintained compliance with fire, health, licensing, and program standards
- Proven record of zero auditing deficiencies/findings

- Managed scheduling and operational issues for a 24-hour staffed crisis office, including crisis hotline operation and overseeing resident interactions in a shelter setting.
- Provided rotating on-call leadership support to specialists.
- Managed a staff of temporary workers or PRNs, establishing relationships with these staff and coordinating logistics to fill schedule gaps in the crisis office's operation.
- Supervised and provided performance management of the PRN team consistently and timely manner.

**Director – Adult Day Health Care/Senior Programs**

**August 1999 to July 2002**

**Kingsley House, Inc. – New Orleans, Louisiana**

*Full-Time*

- Fiscal manager of over two million program dollars
- Responsible for overseeing three programs: the most prominent Adult Day Care in Louisiana, the Senior Programs, and the Transportation. Managed the overall operations of the Adult Day Health Care and Senior programs
- Proven record of zero auditing deficiencies/findings
- Responsible for care plan implementation for case management and nursing staff

**COMPETENCIES**

- Analytical skills, professional insight, business ethics, a thorough understanding of continuous improvement processes, problem-solving, respect for confidentiality, excellent communication, and presentation skills
- Conduct job responsibilities according to ethical standards of conduct, state contracts, appropriate professional standards, and applicable state/federal laws.
- Practical verbal and written communication skills
- Excellent organizational skills with the ability to prioritize workflow and meet deadlines
- Ability to handle multiple tasks and special projects simultaneously
- Able to work autonomously with minimal or no supervision
- Able to maintain a high level of professionalism and confidentiality
- Ability to organize the workflow and develop efficient clinic procedures
- Ability to manage change and motivate employees to achieve standards
- Ability to establish a healthy team atmosphere, emphasizing achieving group and individual goals

**SKILLS**

- Proficient in Blackboard, Canvas, and D2L user and virtual communication.

- Regulated time management skills to teach a group successfully and increase productivity, achieving program goals and objectives
- Energetic and goal-oriented with a genuine passion for expanding my knowledge to be competent in the field, and to help others.
- Strong belief in individual empowerment to help foster positive change
- Documented and maintained client records according to policies and regulations
- Worked as an educator, collaborator, and networker dedicated to creating and sustaining a positive culture and climate for the success of all students and community constituents
- Areas of expertise include Nonprofit Leadership and Administration, Social Service Program Development, Cultural Diversity Equity, Community Outreach, Volunteer Management, Group Facilitation, and Curriculum Development

## **RESEARCH OR OTHER SCHOLARLY ACTIVITIES**

**2025**

**Presentation:**

**Knox, A.W., & Brownell, G.** (2025, November 17-18). Coordinating Social Services for Refugees: Improving Integration Outcomes Through Culturally Competent Practice. *2025 National Association of Social Workers-North Carolina Conference*.

**Knox, A.W. & Brownell, G.** (2025, June 11-13). Goals and Expectations of Newcomers: Perspectives of Social Service Providers. *2025 International Association for Social Work with Groups Conference*.

**Presentation Proposal Submitted:**

**Knox, M. & Knox, A.W.** (2025). Artificial intelligence in higher education: Ethical challenges, governance frameworks, and student-centered pathways, *2026 OLC Innovate: Education Reimagined Conference*.

**Presentation Proposal In Progress:**

Mercado-Sierra, M., **Knox, A.W., & Cartegena, E.** (2025). The integration of technology tools in social work education from 2014 to 2024: a scoping review. *2026 University of Alabama Social Work Distance Education Virtual Conference*.

**Publication:**

**Knox, A.W. & Brownell, G.** (2025). Coordinating social services for refugees: Improving integration outcomes through culturally competent practice. *Journal of Social Work and Social Welfare Policy*. DOI: <https://doi.org/10.33790/jswwp1100154>

**Manuscript Accepted for Publication:**

Knox, M. & **Knox, A.W.** (2025). Artificial intelligence in higher education: Ethical challenges, governance frameworks, and student-centered pathways, *Journal of Information Technology and Integrity*. 3(2): 122, DOI: <https://doi.org/10.33790/jiti1100112>

**Publication in Progress:**

Brownell, G., & **Knox, A.W.** (2025). Violence against women in Liberia: Characteristics, contributing factors, service utilization, and interventions. *Journal of Human Behavior in the Social Environment*.

**Knox, A.W.**, Mercado-Sierra, M., & Hendricks, L. (2024). *Braxton's journey to healing*. First Service Publishing.

**Knox, A.W.**, Mercado-Sierra, M., & Hendricks, L. (2024). *Naima's new horizon*. First Service Publishing.

Mercado-Sierra, M., **Knox, A.W.**, & Cartegena, E. (2025). *The integration of technology tools in social work education from 2014 to 2024: a scoping review*.

**Knox, A.** (2025). *The role of case management in STEM student success*.

**Peer Reviewed:**

**Knox, A.W. (2025).** Content Analysis of BSW Students' Understanding of LGBTQIA+ Populations to Inform Teaching Practices in a Diversity Course, *Journal of Public Health Issues and Practices*.

**Knox, A.W. (2025).** Filtering Evidence: Politics, Communication, and Resource Pressures in Policy Contexts. *Journal of Social Work and Welfare Policy*.

**2024**

**Publication:**

Lee, T., Smith, D., Hendricks, L., Miller, J., Mohdzain, Z., **Knox, A.**, & Smith, M. (2024). African American College Students' Sexual Attitudes, Behaviors, and Beliefs. *Journal of Black Studies*. DOI: 10.5281/zenodo.10526271

**Knox, A.**, Mercado-Sierra, M., & Hendricks, L. (2024). *Why did we have to leave?* First Service Publishing.

## 2023

### **Publication:**

**Knox, A.W.**, and Brownell, G. (2023). Goals and Expectations of Refugees: Perspectives of Social Service Providers. *Journal of Social Work and Social Welfare Policy* 1(2): 103. DOI: <https://doi.org/10.33790/jswwp1100103>.

### **Book/Chapter Publication:**

**Knox, A.** (2023). Schizophrenia: Impact and Disparities in the Black Community. In L. Hendricks & D. Smith (Eds.), *Changing the Stigma of Mental Health Among African Americans* (pp. 216-241). IGI Global.

### **Research:**

**Knox, Avril**, Smith, Marcella, & Posada, Yvonne (TAMUC GAR/MSW Student). *Utilizing a Cross-Sector Collaborative Pilot Program: Strengthening Texas Rural Communities with School-Based Implementations of Mental Health Wellness and Psychoeducation Interventions.*

### **Research:**

**Knox, Avril W.** & Posada, Yvonne (TAMUC, BSW Student) & *Social Determinants of Health: Impacts of Cross-Sector Collaboration of Rural Resources and Agencies on Families' Services* – (Student participated in the Annual Research Symposium with this research, 2023)

### **Grant:**

Mercado-Sierra, Marta A. (Co-PI), **Knox, Avril (Co-PI)**. *Department of Justice Office on Violence Against Women (OVW) - OVW Fiscal Year 2023. Grants to Reduce Domestic Violence, Dating Violence, Sexual Assault, and Stalking on Campus. Program Solicitation – Awarded \$399,703 September 2023*

### **Grant:**

**Knox, Avril W.** *TAMUC Presidential GAR Scholarship Grant 20232024 Awarded: \$5133 Office of Sponsored Programs.*

## 2022

### **Research:**

**Knox, Avril (Co-PI) & Mercado-Sierra, Marta A. (Co-PI).** (August 2022). *A&M Commerce's Domestic Violence, Dating Violence, Sexual Assault, Stalking & Sex Trafficking Climate Assessment. Office of Sponsored Programs, Texas A&M University-Commerce.*

**Research:**

Mercado-Sierra, Marta A., **Knox, Avril W.**, & Brownell, Gracie. (Spring 2021). *Domestic Violence, Dating Violence, Sexual Assault, & Stalking Prevention & Services Community Needs Assessment (Navarro, Mesquite, McKinney, Frisco, Dallas, Commerce, and Greenville) (No funding)*.

**Campus Grant:**

Mercado-Sierra, Marta A. (PI), **Knox, Avril W.**, Brownell, Gracie, Farris, Nicole. *Office of Violence Against Women, U.S. Department of Justice. Completed April 2022.* This \$300,000.00 grant proposal was completed; however, it was not submitted due to an oversight on OSP's part, 2 days before the due date. The Internal and External Memorandum of Understanding was signed by the President of TAMUC\_ (See MOUs in the corresponding folder). The proposal will be submitted in Spring 2023.

**Knox, Avril (Co-PI) & Mercado-Sierra, Marta A. (Co-PI).** (August 2022). *A&M Commerce's Domestic Violence, Dating Violence, Sexual Assault, Stalking & Sex Trafficking Climate Assessment. Office of Sponsored Programs, Texas A&M University Commerce. Awarded: \$10,000. Funding Period: September 2022-August 2023*

**2021**

**Research:**

Mercado-Sierra, Marta A., **Knox, Avril W.**, & Brownell, Gracie. (Fall 2021). *Domestic Violence, Dating Violence, Sexual Assault, & Stalking Prevention & Services Community Needs Assessment (Navarro, Mesquite, McKinney, Frisco, Dallas, Commerce, and Greenville) (No funding)*

**Grant:**

**Knox, Avril W. (Co-PI) & Mercado-Sierra, Marta (Co-PI)** *TAMUC-Office of the Vice President for Research & Economic Development. Award: \$10,000, Seed Funding for Research on Domestic Violence, Dating Violence, Sexual Assault, Stalking & Sex Trafficking Climate Assessment*

**2020**

**Publication:**

**Knox, A. W.** (2020). Integration of Social Work Practices with Refugees: An Action Research Study. *Walden Dissertations and Doctoral Studies*. 9162.  
<https://scholarworks.waldenu.edu/dissertations/9162>

## **NONPROFIT GRANTS**

### **2017 - 2019**

**Knox, Avril W.**, Alcala, Elva & Salim, Mohammed. *Catholic Charities Dallas. Three-Year Grants Secured: \$6,000,000. Department of Health and Human Services Office of Refugee Resettlement, Department of State, Bureau of Populations, Refugees, and Migration, & United Way of Greater Dallas*

### **2014 – 2017**

**Knox, Avril W.**, Alcala, Elva, Farah, Mohamed, & Salim, Mohammed, *Catholic Charities Dallas. Three-Year Grants Secured: \$6,900,000. Department of Health and Human Services Office of Refugee Resettlement, Department of State, Bureau of Populations, Refugees, and Migration, & United Way of Greater Dallas*

### **2011 – 2014**

**Knox, Avril W.**, Alcala, Elva, Farah, Mohamed, & Salim, Mohammed, *Catholic Charities Dallas. Three-Year Grants Secured: \$6,500,000. Department of Health and Human Services Office of Refugee Resettlement, Department of State, Bureau of Populations, Refugees, and Migration, & United Way of Greater Dallas*

## **NONPROFIT FUNDING**

### **2002**

**Knox, Avril W.**, *Kingsley House, Inc., Adult Day Health Care Services, Secured Medicaid Reimbursements \$2,000,000*

### **2001**

**Knox, Avril W.**, *Kingsley House, Inc., Adult Day Health Care Services, Secured Medicaid Reimbursements \$2,000,000*

### **2000**

**Knox, Avril W.**, *Kingsley House, Inc., Adult Day Health Care Services, Secured Medicaid Reimbursements \$1,000,000*

## **PROFESSIONAL / UNIVERSITY SERVICES**

### **2025**

- Member, Faculty Senate – ETAMU
- Member, Faculty Salary Compensation Study Task Force - ETAMU
- Assistant Department Head - ETAMU School of Social Work
- Campus Advisor, Alpha Kappa Alpha Sorority, Incorporated - ETAMU
- Faculty Judge, Annual Research Symposium – ETAMU
- Volunteer Recruiter, Yvonne A. Ewell, Townview Magnet Center College Fair - ETAMU
- Member, Academic & Professional Issues Committee - ETAMU School of Social Work
- Faculty Advisor, Advocates at A&M – Student Organization - ETAMU School of Social Work
- Member, Strategic Planning Implementation – ETAMU
- Faculty Member, New Faculty Search Committee – ETAMU School of Nursing
- Faculty Co-Chairman, Advisory Board – ETAMU School of Social Work
- Course Lead to Adjuncts – TAMU-C School of Social Work

### **2024**

- Faculty Judge, Annual Research Symposium - ETAMU
- Research Advisor, Annual Research Symposium- ETAMU - School of Social Work
- Assistant Department Head - ETAMU School of Social Work
- Member, Academic & Professional Issues Committee - ETAMU School of Social Work
- Course Lead to Adjuncts – ETAMU School of Social Work
- Volunteer Recruiter, Yvonne A. Ewell, Townview Magnet Center College Fair - ETAMU
- Faculty Member, Academic & Professional Issues Committee - ETAMU School of Social Work
- Member, Strategic Planning Implementation – ETAMU
- Faculty Advisor, Advocates at A&M – Student Organization - ETAMU-C School of Social Work
- Faculty Member, New Faculty Search Committee – ETAMU School of Sociology and Criminology

### **2023**

- Faculty Chair, New Faculty Search Committee – TAMU-C School of Social Work
- Faculty Member, New Faculty Search Committee – TAMU-C School of Criminology and Sociology
- Faculty Mentor, TRIO McNair Scholarship Program – TAMU-C
- Member, Academic & Professional Issues Committee - TAMU-C School of Social Work
- MSW Field Education Director/ Instructor – TAMU-C School of Social Work
- Faculty Member, API- TAMU-C School of Social Work
- Member, Social Work Diversity Committee – TAMU-C School of Social Work
- Faculty Co-Chairman, Advisory Board – TAMU-C School of Social Work
- Course Lead to Adjuncts – TAMU-C School of Social Work
- Faculty Co-Chairman, Advisory Board – TAMU-C School of Social Work
- Faculty Advisor, Advocates at A&M – Student Organization\_ TAMU-C School of Social Work
  - Nominated Organization of the Year-TAMU-C
  - Nominated Faculty Advisor of the Year-TAMU-C
- Editorial Board Member, Journal of Social Work Welfare Policy
- Research Advisor, Annual Research Symposium-TAMU-C
- Course Lead to Adjuncts – TAMU-C School of Social Work
- Faculty Chair, Scholarship Committee – TAMU-C School of Social Work

## 2022

- Facilitator, Dallas Pathways Social Work program – TAMU-C School of Social Work
- Faculty Mentor, TRIO McNair Scholarship Program – TAMU-C
- Faculty Member, Scholarship Committee – TAMU-C School of Social Work
- Faculty Member, New Faculty Search Committee – TAMU-C School of Social Work
- Faculty Mentor, TRIO McNair Scholarship Program – TAMU-C
- Faculty Advisor, Advocates at A&M – Student Organization\_ TAMU-C School of Social Work
- Faculty Member, Academic & Professional Issues Committee - TAMU-C School of Social Work
- Served as a Field Liaison-TAMU-C
- Member, Social Work Diversity Committee – TAMU-C School of Social Work
- Faculty Co-Chairman, Advisory Board – TAMU-C School of Social Work
- Research Advisor, Annual Research Symposium-TAMU-C

## 2021

- Faculty Advisor, Advocates at A&M– Student Organization\_ TAMU-C School of Social Work

- Faculty Co-Chairman, Advisory Board – TAMU-C School of Social Work
- Faculty Member, Academic & Professional Issues Committee - TAMU-C School of Social Work
- Served as a Field Liaison – TAMU-C School of Social Work
- Course Lead to Adjuncts – TAMU-C School of Social Work
- Member, Social Work Diversity Committee – TAMU-C School of Social Work

## **ASSOCIATIONS / AFFILIATIONS**

### **2025**

- Certified Social Worker (CSW) License # 4642 (Louisiana)
- Member, Council on Social Work Education (CSWE)
- Fellowship Mentor (Applied) Minority Fellowship Program Committee, Council on Social Work Education (CSWE)
- Application Reader (Applied) Minority Fellowship Program Committee, Council on Social Work Education (CSWE)
- Editorial Board Member, Crystal Journal of Materials Science & Engineering
- Editorial Board Member, Journal of Social Work Welfare Policy
- Editorial Peer Reviewer, Journal of Public Health Issues and Practices
- Editorial Peer Reviewer, Journal of Social Work Welfare Policy
- Member, National Association of Social Workers (NASW)
- Certified, Academy of Certified Social Workers (ACSW), NASW
- Member, International Association for Social Work with Groups
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated, Co-Chairman, Special Events Committee

### **2024**

- Certified Social Worker (CSW) License # 4642 (Louisiana)
- Member, National Association of Social Workers (NASW)
- Editorial Board Member, Journal of Social Work Welfare Policy
- Certified, Academy of Certified Social Workers / Member, NASW
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated  
Co-Chairman, Special Events Committee  
Co-Chairman, Scholarship Committee

### **2023**

- Certified Social Worker (CSW) License # 4642 (Louisiana)
- Member, National Association of Social Workers (NASW)
- Editorial Board Member, Journal of Social Work Welfare Policy

- Certified, Academy of Certified Social Workers / Member, NASW
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated

## **2022**

- Member, National Association of Social Workers (NASW)
- Certified, Academy of Certified Social Workers / Member, NASW
- Editorial Board Member, Journal of Social Work Welfare Policy
- Member, Sigma Alpha Psi, National Society of Leadership and Success
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated, Co-Chairman, Global Impact Committee

## **2021**

- Member, National Association of Social Workers (NASW)
- Certified, Academy of Certified Social Workers / Member, NASW
- Editorial Board Member, Journal of Social Work Welfare Policy
- Member, Phi Alpha Honor Society Member
- Member, Psi Chi, International Honor Society in Psychology
- Member, Sigma Alpha Psi, National Society of Leadership and Success
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated

## **2020**

- Member, Association of Oncology Social Work (AOSW)
- Member, Phi Alpha Honor Society Member
- Member, Psi Chi, International Honor Society in Psychology
- Member, Sigma Alpha Psi, National Society of Leadership and Success
- Member, Alpha Xi Omega Chapter, Alpha Kappa Alpha Sorority, Incorporated