



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 BOX 3011
Commerce, Texas 75429-3011

University Email: 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 2022.1*** 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 - TAMUC- 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