

Jon D. Phillips, PhD, MSW, LSW
 University of Connecticut School of Social Work
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 Hartford, CT 06103
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RESEARCH INTERESTS

- Child welfare workforce development
- Interprofessional and interagency collaboration
- Improving child and family well-being in child welfare systems

EDUCATION

University of Denver
Graduate School of Social Work
 Doctor of Philosophy, August 2019
 Dissertation: *Working Together to Achieve Safe and Timely Reunification: A Mixed Methods Study of Interprofessional Collaboration in Child Welfare*
 Committee: Jennifer Bellamy, PhD (chair), Nicole Nicotera, PhD., & Amy He, PhD.

University of Denver
Graduate School of Social Work
 Master of Social Work, June 2007
 Concentration: Child Welfare

Macalester College
 Bachelor of Arts, June 1998
 Major: Anthropology & Environmental Studies

FACULTY APPOINTMENTS

2019 - present	Assistant Professor School of Social Work, University of Connecticut
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PUBLISHED & IN PRESS: PEER-REVIEWED JOURNAL ARTICLES

**Indicates doctoral student*

Phillips, J.D., & Jurczak, E.* (in press). An exploration of the relationship between social work degree and interprofessional collaboration in the U.S. child welfare system. *Journal of the Society for Social Work & Research*.

Gibbs, D.*, & **Phillips, J.D.**, & Villagrana, K.M.* (in press). Stress, satisfaction, and turnover among child welfare workers: Examining associations with quality of interprofessional collaboration. *Journal of the Society for Social Work & Research*.

- Phillips, J.D.** (2022). A mixed methods study of how interprofessional communication relates to timely reunification in the U.S. child welfare system. *Journal of Public Child Welfare*. Advance online publication: <https://doi.org/10.1080/15548732.2022.2069201>
- Kerns, S.E., **Phillips, J.D.**, & Barth, R.P. (2022). Partnering for Success symptom monitoring outcomes: Cognitive behavioral therapy plus for children and youth involved in child welfare. *Journal of Child and Family Studies*, 31(1), 247-259. <https://doi.org/10.1007/s10826-021-02112-0>
- Bellamy, J., **Phillips, J. D.**, Speer, S. R., Harty, J. S., Banman, A., Guterman, N. B., & Morales-Mirque, S. (2022). Strategies to enhance father engagement in home visiting: Results from a qualitative study of Dads Matter-HV. *Journal of the Society for Social Work and Research*. <https://www.journals.uchicago.edu/doi/abs/10.1086/720010?journalCode=jsswr>
- Phillips, J.D.**, Lizano, E.L., & Leake, R. (2020). Factors associated with caseworker burnout in child welfare: Does tenure matter? *Journal of the Society for Social Work & Research*, 11(2), 261-283. <https://doi.org/10.1086/709673>
- He, A.S., **Phillips, J.D.**, & Sedivy, J. (2020). Variation by race and ethnicity in the prevalence and trends of parental opioid misuse in child welfare: Findings from the regional partnership grant-1. *Journal of Public Child Welfare*. <https://doi.org/10.1080/15548732.2020.1798325>
- Brown, S. M., Bender, K., Orsi, R., McCrae, J., **Phillips, J.D.**, & Rienks, S. (2019). Adverse childhood experiences and their relationship to complex health profiles among child welfare-involved children and youth: A classification and regression tree analysis. *Health Services Research Journal*, 54(4), 902-911. <https://doi.org/10.1111/1475-6773.13166>
- Phillips, J.D.** & Walsh, M.A. (2019). Teaming up in child welfare: The perspective of guardians ad litem on the components of interprofessional collaboration. *Children and Youth Services Review*, 96, 17-26. <https://doi.org/10.1016/j.childyouth.2018.11.016>
- Katz, C.C., Lalayants, M., & **Phillips, J.D.** (2018). The role of out-of-home caregivers in the achievement of child welfare permanency. *Children and Youth Services Review*, 94, 65-71. <https://doi.org/10.1016/j.childyouth.2018.09.016>
- McCrae, J. S., Bender, K., Brown, S. M., **Phillips, J. D.**, & Rienks, S. (2018). Adverse childhood experiences and complex health concerns among child welfare-involved children. *Children's Health Care*, 48(1), 38-58. <https://doi.org/10.1080/02739615.2018.1446140>
- He, A.S., **Phillips, J.D.**, Lizano, E.L., Rienks, S., & Leake, R. (2018). Examining internal and external job resources in child welfare: Protecting against caseworker burnout. *Child Abuse & Neglect*, 81, 48-59. <https://doi.org/10.1016/j.chiabu.2018.04.013>
- He, A.S. & **Phillips, J.D.** (2017). Interagency collaboration: Strengthening substance abuse

resources in child welfare. *Child Abuse & Neglect*, 64, 101-108.
<https://doi.org/10.1016/j.chiabu.2016.12.011>

Rienks, S., **Phillips, J.D.**, McCrae, J., Bender, K., & Brown, S. (2017). Complex health concerns among child welfare populations and the benefit of pediatric medical homes. *Child Abuse & Neglect*, 65, 212-225.
<https://doi.org/10.1016/j.chiabu.2017.01.021>

Phillips, J.D. (2016). A qualitative study of collaboration between guardians ad litem and caseworkers in the child welfare system. *Children and Youth Services Review*, 60, 61-67. <https://doi.org/10.1016/j.childyouth.2015.11.019>

Packard, T., McCrae, J.S., **Phillips, J.**, & Scannapieco, M. (2015). Measuring organizational change tactics to improve child welfare programs: Experiences in 13 counties. *Administration in Social Work*, 39(5), 444-458.
<https://doi.org/10.1080/23303131.2015.1067268>

PUBLISHED & IN PRESS: BOOKS & BOOK CHAPTERS

**Indicates doctoral student*

Phillips, J.D., Jurczak, E.*, Villagrana, K.M.*, & Gibbs, D.J.* (in press). Interdisciplinary practice in child and family-serving systems. In R.W. Denby & C. Ingram (Eds.). *Child and Family Serving Systems: A Compendium of Policy and Practice*. Child Welfare League of America.

Bellamy, J.L., Hanna, M.D., **Phillips, J.D.**, & Speer, S.R. (2021). Multidimensional engagement of families in child welfare. In M.D. Hanna, R. Fong, N. Rolock, & R. McRoy (Eds.), *Introduction to child welfare: A culturally responsive, multi-systemic, evidenced-based approach*. Cognella, Inc.

UNDER REVIEW: PEER-REVIEWED JOURNAL ARTICLES

**Indicates doctoral student*

Phillips, J.D., Villagrana, K.M.*, & Gibbs, D.* (under review). A study of the relationship between interprofessional collaboration and job satisfaction among child welfare caseworkers

Sieger, M., Becker, J., **Phillips, J.D.**, & Nano, X. (revise & resubmit). Latent classes among substance-involved families in child welfare: Effects on treatment completion and reunification.

IN PROGRESS: PEER-REVIEWED JOURNAL ARTICLES

Phillips, J.D., Jurczak, E.*, Gibbs, D., Villagrana, K.M. (in progress). A scoping review of empirical studies exploring the benefits of interprofessional collaboration in the U.S. child welfare system.

Dang D.K., Gernant S., **Phillips J.D.**, Yantz C., Raghavendra S., Denegar C., & Malcolm M. (in progress). Lessons-learned from the evolution of a large introductory interprofessional education event.

Kerns, S.E., **Phillips, J.D.**, Jurczak, E.*, & Barth, R. (in progress). Differences in receipt of treatment for behavioral problems: The role of race/ethnicity and clinical consultation. *Projected submission: December 2022*

RESEARCH REPORTS

Phillips, J.D., & Jurczak, E.* (2022). *DCF Child Welfare Workforce Training Needs & Preferences*. Unpublished report.

Morgan, K. K., Rienks, S., Grenier, A., Lizano, É., **Phillips, J.**, Sedivy, J. (2020). *Muscogee (Creek) Nation Children and Family Services Administration, Tribal Comprehensive Organizational Health Assessment (TCOHA) Results Report: January 2020*. Albany, NY: National Child Welfare Workforce Institute.

He, A.S., Sedivy, J.A., **Phillips, J.**, Lizano, E., & Strueby, S. (2019). *Allegheny Office of Children, Youth and Families, Comprehensive Organizational Health Assessment Results Report: November 2019*. Albany, NY: National Child Welfare Workforce Institute.

Rienks, S., Grenier, A., Lizano, E., Lockwood, B., **Phillips, J.**, & Sedivy, J. (2019). *Georgia Division of Family and Children Services, Comprehensive Organizational Health Assessment*. Albany, NY: National Child Welfare Workforce Institute.

Rienks, S., Armendariz, S., Longworth-Reed, L., Sedivy, J., Golieb, K., **Phillips, J.**, Lizano, E., & He, A. (2019). *MHA Nation Social Services, Tribal Comprehensive Organizational Health Assessment*. Albany, NY: National Child Welfare Workforce Institute.

Lawrence, C., Armendariz, S., Bell, K., Lizano, E., Lockwood, B., **Phillips, J.**, & Sedivy, J. (2019). *Erie County Department of Social Services, Comprehensive Organizational Health Assessment*. Albany, NY: National Child Welfare Workforce Institute.

de Guzman, A., Lizano, E., Lockwood, B., Golieb, K., Sedivy, J., & **Phillips, J.** (2019). *Arkansas Division of Children and Family Services Comprehensive Organizational Health Assessment Report: November 2019*. Albany, NY: National Child Welfare Workforce Institute.

Lawrence, C., Armendariz, S., Bell, K., de Guzman, A., Lockwood, B., & **Phillips, J.** (2020). *Leech Lake Band of Ojibwe Child Welfare Program Tribal Comprehensive Organizational Health Assessment Report: January 2020*. Albany, NY: National Child Welfare Workforce Institute.

Bellamy, J.L., **Phillips, J.D.**, Speer, S.R., & Thomas, S. (2017). *The Colorado military veteran family study: A survey and interviews of Colorado veteran parents and their partners*. Denver, CO: Graduate School of Social Work at the University of Denver.

Daro, D., Bellamy, J.L, Crane, K., & **Phillips, J.** (2016). *Voices from home: Perceptions of Colorado caregivers on caring for kids and accessing supports*. Chicago, IL: Chapin Hall at the University of Chicago.

PROGRAM EVALUATION REPORTS

Butler Institute for Families, University of Denver. (2015). *Mi Casa Resource Center Integrated Services Evaluation* (First Annual Report). Denver, CO: Author.

Butler Institute for Families, University of Denver. (2015). *Mi Casa Resource Center Integrated Services Evaluation* (Second Annual Report). Denver, CO: Author.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Gibbs, D. J.*, **Phillips, J. D.**, & Villagrana, K.* (January, 2022). *Interprofessional collaboration, job stress, and intention to leave among the child welfare workforce: A structural equation model*. E-poster presented at the 26th Annual Conference of the Society for Social Work and Research (oral presentation cancelled due to COVID-19). Washington, D.C..

Phillips, J.D. & Jurczak, E.* (January, 2021). *A quantitative study of how interprofessional collaboration relates to child welfare caseworker job satisfaction*. Paper presented at the 25th Annual Conference of the Society for Social Work and Research, Washington D.C..

Jurczak, E.* & **Phillips, J.D.** (January, 2021). *Do child welfare caseworkers with a social work degree report higher quality interprofessional collaboration*. Poster presented at the 25th Annual Conference of the Society for Social Work and Research, Washington D.C.

Phillips, J.D. (January, 2020). *Achieving timely reunification through interprofessional collaboration: A mixed methods study*. Paper presented at the 23rd Annual Conference of the Society for Social Work and Research, Washington D.C.

Phillips, J.D., Lizano, E., & He, A. (January, 2020). *Variation in factors associated with caseworker burnout: The effects of tenure*. Paper presented at the 23rd Annual Conference of the Society for Social Work and Research, Washington D.C.

Katz, C.C., Lalayants, M., & **Phillips, J.D.** (June, 2019). *The role of out-of-home caregivers in the achievement of child welfare permanency*. Paper accepted for presentation at the University of Pennsylvania's One Child, Many Hands: Multidisciplinary Conference on Child Welfare, Philadelphia, PA.

He, A.S., Sedivy, J., **Phillips, J.D.** (January, 2019). *Does the color of addiction matter? Implications of the opioid crisis in child welfare*. Paper presented at the 22nd Annual Conference of the Society for Social Work and Research, San Francisco, CA.

Bellamy, J.L., Speer, S.R., **Phillips, J.D.**, Thomas, S., Guterman, N.B., Banman, A., & Morales-Mirque, S. (January, 2019). *Home visitors' attitudes, expectations, and*

practice following training in Dads Matter: Results from a qualitative study. Paper presented at the 22nd Annual Conference of the Society for Social Work and Research, San Francisco, CA.

Phillips, J.D. & Walsh, M.A. (November, 2018). *Protecting children together: The impact of interprofessional collaboration on child welfare outcomes.* Poster presented at the 64th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Speer, S.R., **Phillips, J.D.** & O'Connor, A. (November, 2018). *Examining the impact of military experience on parenting behaviors.* Paper presented at the 64th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

He, A.S., **Phillips, J.D.**, & Sedivy, J. (November, 2018). *Parental opioid use and child welfare.* Poster presented at the Annual Meeting and Expo of the American Public Health Association, San Diego, CA.

Phillips, J.D., He, A.S., Lizano, E.L., Rienks, S.L., & Leake, R. (January, 2018). *Improving workplace experiences of public child welfare workers: The benefits of workplace resources within and outside child welfare agencies.* Poster presented at the 22nd Annual Conference of the Society for Social Work and Research, Washington D.C.

Phillips, J.D., Rienks, S., McCrae, J., Bender, K., & Brown, S. (January, 2017). *Developmental differences in ACEs as predictors of complex health profiles among children involved in child welfare.* Paper presented at the 21st Annual Conference of the Society for Social Work and Research, New Orleans, LA.

McDonald, A., **Phillips, J.D.**, St. Mary, J., & Plassmeyer, M. (January, 2017). *Legalization of recreational marijuana: Assessing risk in child welfare.* Poster presented at the 21st Annual Conference of the Society for Social Work and Research, New Orleans, LA.

Brown, S., Bender, K. McCrae, J., **Phillips, J.D.**, & Rienks, S. (October, 2016). *Health profiles of children and youth: Implications for the medical home model.* Paper presented at the Annual Meeting and Expo of the American Public Health Association, Denver, CO.

McCrae, J., Rienks, S., **Phillips, J.D.**, Bender, K., & Brown, S. (October, 2016). *Adverse childhood experiences as predictors of health profiles among families involved with child welfare.* Paper presented at the annual meeting and expo of the American Public Health Association, Denver, CO.

McCrae, J., Bender, K., Rienks, S., Dempsey, L., **Phillips, J.**, Brown, S., Leckie, K., & Hasenack, J. (August, 2016). *Adverse childhood experiences and child health: Profiles and practice in medical homes.* Panel presentation at the 21st International Summit and Training on Violence, Abuse, and Trauma, San Diego, CA.

Phillips, J.D., & Greenfield, J.C. (August, 2016). *The impact of policy on interprofessional collaboration in child welfare.* Poster presented at the 20th Conference on Child Abuse and Neglect, Washington D.C.

Phillips, J.D. (October, 2015). *Promoting collaboration in child welfare: The role of the guardian ad litem*. Paper presented at the 61st Annual Program Meeting of the Council on Social Work Education, Denver, CO.

FUNDING RECEIVED

2019 - 2020	Scholarship Facilitation Fund, \$2,500 University of Connecticut
2018	Eileen Blackey Doctoral Fellowship, \$6,500 National Association of Social Workers
2018	Dissertation Fellowship, \$2,500 Office of Graduate Studies, University of Denver
2017 – 2018	Enid Cox Doctoral Fellowship, \$16,000 School of Social Work, University of Denver
2006 – 2007	Title IV-E Child Welfare Stipend, \$14,000 Graduate School of Social Work, University of Denver

RESEARCH & EVALUATION EXPERIENCE

Aug 2021 – June 2022	Evaluator DCF Child Welfare Workforce Training Needs Assessment Connecticut Department of Children and Families.
May 2017 – June 2019	Research Assistant Partnering for Success National Center for Evidence-Based Practice in Child Welfare
April 2018 – June 2019	Research Assistant Dads Matter Home Visiting Intervention
June 2017 – Dec. 2017	Research Assistant Colorado's Military Veteran Families' Needs Assessment Colorado Office of Early Education
Aug. 2015 – May 2018	Doctoral Research Assistant Butler Institute for Families, Denver, CO
April 2016 – July 2016	Research Assistant Child Maltreatment Prevention: A Planning Framework for Action Chapin Hall at the University of Chicago

TEACHING EXPERIENCE

Aug. 2019 - present	Assistant Professor School of Social Work, University of Connecticut ▪ Micro Foundation Practice (BASC 5391)
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- Clinical Conditions with Children & Adolescents (IGFP 5345)
- Human Behavior in the Social Environment: Macro & Micro Theories (BASC 5362)

June 2015 – June 2019 **Adjunct Instructor**
 Graduate School of Social Work, University of Denver

- Evidence for Practice
- Leadership and Supervision
- Methods for Evaluating Practice & Programs

POST-MSW PRACTICE EXPERIENCE

Jan. 2011 – Nov. 2013 **Child protective services supervisor**
 Arapahoe County Department of Human Services, Aurora, CO

June 2007 – Jan. 2011 **Child protective services caseworker**
 Arapahoe County Department of Human Services, Aurora, CO

PRE-MSW PRACTICE EXPERIENCE

Sept. 2005 - June 2006 **Therapeutic mentor for children in foster care**
 Kempe Children's Center, Denver, CO

June 2006 – Aug. 2006 **Skills trainer for children with autism**
 Aspen Center for Autism, Denver, CO

Nov. 2004 – Sept. 2005 **Skills trainer for children with autism**
 CARE Hawaii, Honolulu, HI

Aug. 2000 – Dec. 2000 **Residential treatment milieu staff**
 North American Family Institute (North Crossing location),
 Newton MA

AWARDS, HONORS & DISTINCTIONS

2021 **Nominee**
 Faculty/Staff Career Mentor of the Year Award at the University of Connecticut

2018 **Selected participant**
 Summer Research Institute at the National Data Archive for Child Abuse and Neglect

2017 **Finalist**
 Doris Duke Fellowship for the Promotion of Child Well-Being, Chapin Hall at the University of Chicago,

2006 **Child Welfare Title IV-E Stipend recipient**
 Graduate School of Social Work at the University of Denver

SERVICE TO THE SCHOOL & UNIVERSITY

2019 – present	Member , Individuals, Groups and Families Program Committee School of Social Work, University of Connecticut
2022 – present	Member , Doctoral committee School of Social Work, University of Connecticut
2022 – present	Member , Faculty/Administration Advisory Committee School of Social Work, University of Connecticut
2021 – present	Member , Committee on Interprofessional Excellence in Healthcare (CIPEH) University of Connecticut
2021 - 2022	Member , Teaching and Learning Strategic Planning Committee School of Social Work, University of Connecticut
2020 - 2022	Member , Educational Review Committee School of Social Work, University of Connecticut
2020 – 2022	Member , Collective Action for Racial Equity University of Connecticut
2019	Faculty lead , Dean's Day University of Connecticut

SERVICE TO THE COMMUNITY

2019 - present	Member , Committee for the Protection of Human Subjects Connecticut Department of Children and Families
2021 - 2022	Pro bono consultation and evaluation Academy for Workforce Development, Connecticut Department of Children and Families
2020	Panel moderator , Integrated Care Across the Lifespan Summit

SERVICE TO THE PROFESSION

2022 – present	Peer reviewer Clinical Social Work Journal
2020 - present	Peer reviewer Journal of the Society for Social Work and Research
2018 - present	Peer reviewer Children and Youth Services Review

2016 - present	Peer reviewer Human Services Organizations: Management, Leadership and Governance
2016 - present	Peer reviewer Journal of Community Practice

PROFESSIONAL MEMBERSHIPS

- Society for Social Work and Research
- Council on Social Work Education
- National Association of Social Workers