

## **Norma D. Thomas**

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### **Education**

1996 University of Pennsylvania, Phila., Pa. **DSW**. Dissertation Titled: "Formal Service Utilization by African American Elderly: Structural, Individual and Cultural Determinants." Committee Chairperson: Dr. Robin Goldberg-Glen.

1992 University of Pennsylvania, Phila. , Pa. **Advanced Certificate in Social Administration.**

1976 Temple University, Phila., Pa. **MSW Social Administration.**

1974 Pennsylvania State University, University Park, Pa. **BA Social Work.**

**Academic Awards** **2012 California University of Pennsylvania Awarded Tenure; 2014 Promoted to Full Professor**

**2002 Inducted into Phi Kappa Phi Honor Society-Widener University**

**2000 Promoted to the rank of Associate Professor with Tenure at Widener University**

**2000 Widener University-Outstanding Scholar Award.**  
School of Human Service Professions.

**1998 Widener University. Pi Gamma Mu Outstanding Professor Award.**

**1993 University of Pennsylvania. School of Social Work. Marilyn Smith Award** for meritorious academic performance in the Doctoral Program.

**1992 Temple University. Awarded honorary membership in the Beta Rho Chapter of the Alpha Delta Mu Social Work Honor Society.**

**1991 University of Pennsylvania. School of Social Work. Marilyn Smith Award** for meritorious academic performance in the Doctoral Program.

**1991-1994 University of Pennsylvania. School of Social Work** and Office of the Provost **Fontaine Fellowship.**

## **Administrative and Teaching Positions**

### **2017-Present Adjunct Professor-Widener University Center for Social Work Education**

#### **Courses Taught**

##### **MSW**

Foundation Generalist Social Work Practice  
Foundation Social Work Practice with Individuals, Families and Small  
Groups  
Social Work Practice with Families  
Social and Economic Justice II  
Community Organization & Program Development  
Grief and Loss Across the Life Cycle

### **2007-2017. MSW Program Director. Associate Professor.**

California University Master of Social Work Program. Responsible for  
day to day operations of the MSW Program. (Retired)

#### **Courses Taught**

##### **MSW**

Generalist Practice I  
Advanced Generalist Practice Social Work Practice  
Human Diversity  
Social Work Research Methodology & Data Analysis  
Social Welfare Policy & Services  
Rural Family and Community Policy  
Advanced Practice Evaluation  
Human Behavior and the Social Environment  
Practice in Supervision and Administration  
Social Work Practice with the Aging  
Social Work Practice in Health Care and Health Planning  
Social Work Practice in MH/MR  
Juvenile & Adult Justice System Practice  
Social Work with Substance Abuse/Addictions

### **Widener University**

**7/1998-6/2004 Assistant Director.** Center for Social Work  
Education. Responsibilities included some oversight of day-to-day  
operations of the Center, recruitment, continuing education, student  
support and diversity programming.

**2000-2003. Social Work Consultation Service.** Assigned  
faculty member to teach students placed in this program and provide  
capacity building consultation to partner agencies in this university  
community initiative.

**5/1997-7/1998. Baccalaureate Program Director.** Center for  
Social Work Education. Primary responsibility for the coordination and  
educational leadership of the BSW Program.

**1994-2000 Assistant Professor. 2000-2004 Associate**

**Professor.** Center for Social Work Education. Responsibilities included instruction in both the MSW and BSW programs, advising undergraduate and graduate students, participating in departmental, school and university committees and university-wide activities.

**Courses Taught:**

**MSW**

Foundation Generalist Practice I and II  
Advanced Social Work with Groups  
SW Practice with Communities and Organizations  
Social Welfare Policy  
Socio-Cultural Dimensions of Social Work Practice  
Integrated Macro-Practice  
Policy Practice

**BSW**

SW Practice with Groups, Communities and Organizations  
Socio-Cultural Dimensions of Social Work Practice  
Social Work Practice with the Aging  
Introduction to Social Work and Social Welfare

**2004 to 2007. Adjunct Professor.** Temple University School of Social Administration.

**Courses Taught:**

**MSW**

Generalist Social Work Practice

**BSW**

History and Values of Social Welfare  
Social Welfare Policy in the United States  
Social Work Practice with Groups

**2005/2007. Adjunct Professor.** Eastern University School of Social Work.

**Course Taught** SW 254. Social Work with the Aging.

**2004/2005/2007. Adjunct Professor.** Widener University Center for Social Work Education.

**Courses Taught.**

Policy Practice  
Social Work Policy and Analysis  
Generalist Social Work Practice with Communities and Organizations.

**2006. Adjunct Professor.** Bryn Mawr School of Social Work and Social Policy.

**Course Taught.** Social Work Practice with the Aging.

**Summer 1995. Adjunct Faculty** Lincoln University

**Course Taught** Theories and Processes of Aging

**University of Pennsylvania, Phila., Pa.**

1992-1994. Part-time Faculty. School of Social Work. Responsibilities included field instruction in the MSW program and monitoring student field placements.

**Courses Taught:**

**MSW**

Health Policy  
Social Work Macro-Practice

### **Institutional Committees/Service California University of Pennsylvania**

President's Inauguration Committee Member-2016  
Campus Advisor-Kappa Beta Chapter-Alpha Kappa Alpha Sorority, Inc. 2011-2016  
Chair Department Faculty Search Committee 2012-2013-2013-2014  
Member, Social Work Search Committee 2008-2015  
Chairperson MSW Program Committee 2007-2016  
Social Work Evaluation Committee, Spring, 2009; 2012-1013; 2014-2016  
Chairperson Internal Evaluation Committee-Office of Student's with Disabilities 2009; Part of Committee 2014  
Chairperson Social Work Promotion & Tenure Committee 2008-2009  
Member, Promotion & Tenure Committee 2012-2013  
Member, Social Work Continuing Education Committee 2008-2010  
Member BSW Program Committee 2011-2016  
Member Graduate Council-2007-2016  
Frederick Douglas Institute 2008-2016  
Member, Rural Aging Initiative in Social Work Education Committee (2007-2016)  
Member, Social Work Field Committee (2007-2016)  
Member, MSW (2007-2008) & BSW (2008-2009) Self-Study Committee  
Faculty Liaison-Social Work Department Board of Advisors  
Faculty Liaison-Social Work Alumni Association  
Search Committee Member, Spring, 2009, 2012-Assistant Director of Graduate Admissions & Recruitment Position-School of Graduate Studies & Research  
Member Northern Appalachian Network

### **Institutional Committees-Widener University**

Chairperson Core Values Task Force-Strategic Planning Committee-2003  
Academic Affairs-Center for Social Work Education 2002-3  
Chairperson Community Outreach Committee-President's Inauguration 2002  
Faculty Secretary 1999-2001.  
SHSP (School of Human Service Professions)-Diversity Committee Member 2000-2003  
CSWE (Center for Social Work Education)-Academic Affairs Committee 2002-2003  
SHSP Faculty Affairs Committee 2002-2003  
Chairperson, Faculty Search Committee, Center for Social Work Education 1999.  
Chairperson, Continuing Education Committee: Center for Social Work Education. 1998-2003; Member 1997-1998; Secretary 1994-1997.  
Chairperson, Diversity Committee: Center for Social Work Education. 1998-2003; Secretary 1997-1998; Member 1994-1996.  
Member, Promotion Review and Tenure Committee: School of Human Service Professions. 1995-1997; 1998-1999; 2001-2002  
Member, Promotion Review and Tenure Committee: Center for Social Work Education 1994-1999; 2000-2002  
Advisor, Widener Student Chapter, National Association of Black Social Workers. 1998-2003.  
Member, Project Prepare Advisory Committee 1999-2003.  
Library Liaison: Center for Social Work Education. 1994-1996.

Member, Admissions and Financial Aid University Committee: 1995-1997.  
Member, University Library Committee: 1997-1999.  
Member, Faculty Search Committee: Center for Social Work Education. 1994-1995; 1997-1998.  
Member, Faculty Search Committee: Clinical Psychology. 1997-1998.  
Member, Associate Dean Search Committee: Center for Social Work Education. 1997-1998.

**Long-Term  
Training**

**1993-1996 Lincoln University Multidisciplinary Center on Aging.** Curriculum Development and Training.

**1993-1995 Ralston House and Institute on Aging** Wellness Program

**1993-2007. Philadelphia Corporation for Aging.** Trainer. Basic Gerontology for Direct Practitioners, Care Management, Consumer Excellence, Working with the Latino Community.

**1993-2007. Delaware County Services for the Aging.** Trainer. Basic Gerontology for Direct Practitioners, Diversity Training. Working with the Latino Community.

**1993-2009; 2013-2014 Professional Care Management Institute.** Case Recording, Care Planning, Documentation, Human Diversity; Mental Health; Care Management Protocols; Online Diversity Training Modules-Contract through Pennsylvania Department of Aging

**Employment/  
Consultant Work**

**1992-2014 Pennsylvania Care Management Institute-** Trainer; Diversity Consultant

**1995-2008 Center on Ethnic & Minority Aging, Inc.** Co-Founder & President of organization, designed to improve the well-being of ethnic & minority seniors in the Delaware Valley region through education, community outreach, and organizational technical assistance.

**1992-2007 Delaware County Services for the Aging.** Social Work Consultant: Developed outreach models to reach underserved ethnic and minority communities; Care Management Specifications; Mental Health Program Evaluation; Older Adult Protective Services Program Examination; Internal program monitoring and evaluation; Care Management Research and Peer Counseling Program consultation; Four Year Plan Development; Asian Outreach Evaluation; HOPE VI Project Coordinator.

**1992-2004. Philadelphia Corporation for the Aging.** Social Work Consultant: Record Reviews; Client Assessment; Research; Training in Basic Gerontology; Long Term Care Program manual(s) development; Community Outreach.

**1984-1992. Philadelphia Corporation for the Aging.** Assistant Director. Pre-Admission Assessment and Older Adult Protective Services.

**1975-1984. Delaware County Services for the Aging.** Case Management Coordinator.

**Selected Presentations/Trainings/Workshops (10 years)**

2019 The National Association for Poetry Therapy. Baltimore Maryland. Co-presenter of a workshop with Dr. Raina León titled: "Circles and Lines: Explorations of Genealogy and Lineages Through Poetry and Healing".

2019 Pennsylvania Department of Aging 2019 Health & Wellness Conference. State College, Pa. Keynote Address: "Taking it To The Streets: Increasing Inclusiveness Across The Diversity Spectrum to Encourage Participation in Health Promotion and Disease Prevention Programs in Our Local Aging Communities".

2019 American Society On Aging Conference. New Orleans, Louisiana. Panel Presenter-The State of Race, Politics and Aging in America: The Road Ahead".

2018 The National Association for Poetry Therapy. Chaska, Minnesota. Co-presenter with Dr. Raina León of a workshop titled "Breaking Barriers: Using Poetry as a Tool to Enhance Diversity Understanding".

2018 Senior Community Services. Delaware County, Pa. Workshop presentation titled "Communication Across Differences: Considerations of Diversity and Cultural Dimensions in Practice".

2017 Philadelphia Corporation for Aging. Philadelphia, Pa. Member of a panel titled "The Panel of Pundits Discuss Aging Issues in the Trump Era".

2017 Summit on Aging: Aging We Must Get Ready. California University of Pennsylvania. Co-presenter with Mr. Matthew Crutchman of a workshop titled "Listening to the Voices of the Elders: African American Older Women Give the Gift of Wisdom".

2016 Greene County Food Security Partnership. Prosperity, PA. "Overview of the Aging Population in Southwest Pennsylvania".

2015 American Society on Aging. Chicago, Illinois. Panel presentation with Dr. Sheri Boyle and Mr. Matthew Crutchman. "The Silver Generation Program: An Example of the Importance of Community Attachment & Aging in Place".

2015 Beaver Link ADRC Beaver County, PA Intermediate Unit. "Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior".

2014 Greene County Human Services. Waynesburg, Pa. Workshop titled "Communication across differences: Considerations of Diversity and Cultural Dimensions in Practice".

2014 American Educational Research Association, Philadelphia, Pa. Annual Conference. Co-presenter with Dr. Raina J. León titled "Critical Race Theory and the Cultivation, Mentorship, and Retention of Black Faculty".

2014 American Society on Aging, San Diego, California. Annual Conference Presentation with Dr. Raina J. León titled “ The African American Conjure Woman: Bridging the Divide in the Health Disparities Discussion”.

2013 Beaver Link ADRC Beaver County, PA Intermediate Unit. “Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior”.

2012 Council on Social Work Education Washington D.C. Co-presenter with Dr. Sheri Boyle and Dr. Bernadette Jeffrey. “GeroEd Practice in Promoting the Value of Older Women in Rural Communities”.

2012 Crisis Intervention Association Annual Conference. Seven Springs Mountain Resort Champion, Pa. Keynote address “Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior”.

2012 Fayette County Intellectual & Development Disability/Aging Coalition, Uniontown, Pa. Presented workshop titled “Hoarding Behavior”.

2012 Butler County Human Resources, Butler, Pa. Presented workshop titled “Hoarding Behavior”.

2012 Social Workers in Aging Practice. Pittsburgh, Pa. Presented workshop titled “Aging in the African American Community”.

2012 Second Annual Behavioral Health and Aging Conference. Monroeville, Pa. Keynote Address titled “Treatment of Hoarding”.

2011 Council on Social Work Education, Atlanta, Ga. Co-presenter “Using Experiential Pedagogy to Prepare Social Workers to Address Gero Services in Rural Settings”.

2011 California University of Pennsylvania. California, Pa. Presentation titled “Older African American Male Caregivers: The Untold Story” for Black History Month.

2011 Greene County Department of Human Services. Waynesburg, Pa. Presentation titled “Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior”.

2011 California University of Pennsylvania. Presentation for Hartford Partnership Program in Aging Education monthly competency training titled “Celebrating Differences: Communication in a Multi-Cultural Environment”.

2011 Alzheimer’s Association Greater Pennsylvania Chapter Conference, Mars, Pa. Presentation titled “Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior”.

2011 National Association of Black Social Workers Conference. New Orleans, Louisiana. Workshop titled “Older African American Male Caregivers-The Untold Story”.

2011 University of Chongqing, China. Presentation titled “Growing Older in the United States”.

2010 Nursing Home Transition Conference. Hershey, Pa. Workshop presentation titled "Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior".

2010 Three Rivers Center for Independent Living. Pittsburgh, Pa. Workshop presentation titled "Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior".

2010 Bedford County MH/MR and Aging Coalition. Bedford, Pa. Workshop presentation titled "Psychosocial Issues, Assessment and Treatment Interventions with Hoarding Behavior"

2010 32<sup>nd</sup> Annual Summer Institute on Aging Conference. Morgantown, West Virginia. Workshop presentations titled "Aging and Caregiving in the African American Community" & "African American Male Caregivers: The Untold Story".

2010 Child Welfare Conference-Building a New Foundation-Child Well Being for a New Era. California University, California, Pa. Co-Coordinator.

2010 National Association of Black Social Workers. Philadelphia, Pa. Co-presenter of workshop titled "Keepers of the Village: Honoring Father and Mother".

2010 Mt. Rose Baptist Church. Dr. Martin Luther King Jr. Day Celebration. Uniontown, Pa. Keynote Address.

2009 California University of Pennsylvania-Southpointe Presented workshop titled "Working in the African American and Latino Communities: Focus on the Older Adult".

2009 National Association of Social Workers Pennsylvania Chapter, Gettysburg, Pa. Conference workshop presentation titled "Cross Cultural Aging-Aging Gracefully Across Life's Spectrum".

2009 American Society on Aging. Philadelphia, Pa.-Fall conference. Training for New Ventures in Leadership Partners titled "Advocacy/Leadership as an Obligation-To What Must Leaders of Color Commit?"

2009 Allegheny County Area Agency on Aging. Pittsburgh, Pa. Training for the Pennsylvania Care Management Institute. "Alcoholism; Mobility & Falls & Ethical Dilemmas".

2009 Hip-Hop Conference. California University of Pennsylvania. Part of Panel Presentation titled "Strategies to Improve the Black Community in the New Millennium: Single Mothers, Hip-hop, and Obama".

2009 National Association of Black Social Workers, Lexington, Kentucky. Part of Panel Presentation titled "African American Aging: Wellness, Faith, Family and Community."

2009 Social Work Department, California University of Pennsylvania. Co-presenter at Social Work Department's Continuing Education Conference titled "Issues in Leadership and Management".

2009 Bedford & Somerset Counties Mental Health and Aging Task Force presentation titled "Hoarding Behavior and the Elderly".

## **Proposals and Grants**

**PA Council on the Arts** 2017-2018. East End United Community Center. Grant Award \$2,500.

**Laurel Highlands Visitors Bureau.** 2012. East End United Community Center. Grant Award \$5,000.

**Catholic Charities-Archdiocese of Greensburg, Pa.** 2012. Poverty Relief Fund. Financial Literacy in the African American Community. Grant Award \$10,000 to East End United Community Center.

**Sprout Fund-Pittsburgh.** 2012. East End United Community Center. Mentorship Program-Older African American Men Working with African American Male Youth. 2012. \$5,000.

**Phi Kappa Phi Love of Learning Grant** 2011. \$500.00 to study Hoarding Behavior.

**Hartford Partnership Program for Aging Education Grant.** Co-Principal Investigator. California University of Pennsylvania. Grant Award \$75,000 over three years-2008-2011.

**Pennsylvania Department of Aging.** 2003. Power 2000 Financial Literacy Project in Pennsylvania. Co-Principal Investigator. Grant award \$73,860.00.

**Hartford Foundation Geriatric Social Work Enrichment Grant.** 2002. Widener University. Faculty Consultant. Grant titled "Building Bridges: Agency Partnership to Advance Gerontological Social Work Education." Grant award \$60,000 (2002-2004).

**Lindback Research Grant Award,** 1999. Widener University. Minority Junior Faculty Award for project titled "Care Management for Older Adults: Development of a Culturally Sensitive Model". Grant award for \$14,945.

**Provost Grant Award 1998. Widener University.** Awarded in order to assist in the research connected to the HOPE VI Revitalization Project of the Chester Housing Authority in Chester, Pennsylvania. \$700.

**Haddington Multi-Services for Older Adults,** Inc. In-Home Support Program 1995. Part of the team who responded to an RFP from the Philadelphia Corporation for Aging. Original contract award was \$400,000.

### **Other Selected Activities**

2012 Selected as a member of the AARP Inclusive Communities Leadership Council for the State of Pennsylvania.

2011 Graduate Leadership Academy in Aging-Hartford Foundation.

2008 Graduate Alpha Kappa Alpha Sorority, Inc. Ethel Hedgeman Lyle Leadership Academy.

National Advisory Committee Member-Engagement-Grantmakers In Aging (completed).

Care Management Accreditation Committee-Pennsylvania Care Management Institute. 1994-2013.

Advisory Board Member-Second Act-Twin Cities Public Television, Saint Paul MN (completed).

Member of the 2005 American Society on Aging national conference planning committee.

Member of the 1998-2007 American Society on Aging summer/fall series planning committee in Philadelphia.

Member of the 2001 Pa. NASW Annual Conference Planning Committee.

Member of the Bryn Mawr Geriatric Practice Learning Center Consortium Advisory Board of the Bryn Mawr College Graduate School of Social Work and Social Research, as part of a planning grant from the Hartford Foundation. 1999-2000

The Robert Wood Johnson Foundation, Princeton N. J. Participated in two-day planning session on long-term care. 2000

Acceptance as a Fellow in the University of Pennsylvania Health System, Institute on Aging, Fellows Program 1998.

Appointed to the Administration on Aging, Technical Advisory Committee for the Older Americans Act Title III B Evaluation Design by Dr. Jeanette Tacamura, Assistant Secretary on Aging, 1997/8.

Member of the 1998 Gerontological Society on Aging annual conference planning committee in Philadelphia.

National Institute of Community Based Long Term Care (NICLC). Editorial Board of Community Voices Newsletter. 1997-1998.

**Publications**  
(Refereed

León, R. & Thomas, N.D. (2016). Critical race theory and the cultivation, mentorship and retention of Black women faculty. *American International Journal of Humanities and Social Science* 2(1), 9-16.

Perry-Burney, G., Thomas, N.D., & McDonald, T.L. (2014). Rural child sexual abuse in the African American church community: A forbidden topic. *Journal of Human Behavior and the Social Environment* 24(8), 986-995.)

Thomas, N & León, R. (2012). Breaking barriers: Using poetry as a tool to enhance diversity understanding with youth and adults. *Journal of Poetry Therapy: The Interdisciplinary Journal of Practice, Theory, Research and Education*. 25(2), 83-93.

Thomas, N. (March 2012). The evolution of the community service

system for older adults in the United States and predictions for the future. *Journal of Chongqing Technology and Business University (Social Science Edition)*. 03.

- Thomas, N. (2006) When it happens to your family: One social worker's response. *Journal of HIV/AIDS & Social Services* 5(1) 57-66.
- Thomas, N. (2005) Generalist practice with older people. In J. Poulin (Ed.). *Strengths based generalist practice: A collaborative approach 2nd edition* (pp. 366-397). Belmont: Brooks/Cole-Thomson Learning.
- Thomas, N. (2005). Social work practice with people of color. In J. Poulin (Ed.). *Strengths based generalist practice: A collaborative approach. 2nd edition*. (pp. 398-430). Belmont: Brooks/Cole-Thomson Learning.
- Cooper, R. Groce, J. & Thomas, N. (2003). Changing direction: Rites of passage programs for African American older men. *Journal of African American Studies*. 7(3), 3-13.
- Thomas, N & Soliman, H. (2002). Preventable tragedies: Heat disaster and the elderly. *Journal of Gerontological Social Work*, 4(38), 53-66.
- Thomas, N. (Jan. 2001). The importance of culture throughout all of life and beyond. *Holistic Nursing Practice*. 15(2),40-46).
- Thomas, N. (2000) Social work practice with older adults. In J. Poulin (Ed.). *Collaborative social work: Strengths based generalist practice*(pp. 265-293). Itasca: Peacock Publishers, Inc.
- Thomas, N. (2000). Social work practice with people of color. In J. Poulin (Ed.). *Collaborative social work: Strengths based generalist practice*. (pp. 295-325). Itasca: Peacock Publishers, Inc.
- Thomas, N. (Winter, 1998). Case management from an urban and suburban perspective. *Journal of Case Management*. 7(4), 167-173.
- Thomas, N. (Spring, 1998). African American elderly: Structural determinants of their use of formal long-term care services. *Black Caucus: Journal of the National Association of Black Social Workers*. 3(2), 8-11.
- Thomas, N. & Coleman, S. (1997-8). Using the sensory orientation group with the frail elderly population. *Groupwork*. 10(2), 95-106.
- Poulin, J. & Thomas, N. (Winter, 1998). Burnout and the geriatric care manager. *Geriatric Care Management Journal*. 8(1), 25-29.
- Tacchino, K. & Thomas, N. (1997). Why geriatric care managers and financial planners must talk to each other. *Generations*. 21(2), 41-45.

- Thomas, N. (1997). Hoarding behavior and the elderly: Eccentricity or pathology. *Journal of Gerontological Social Work*. 29(1), 45-55.
- Thomas, N. (1996). *Families in Society: Journal of Contemporary Human Services*. 77(5), 316-17. Book review titled *Strengthening Aging Families: Diversity and Practice and Policy*.

### **Other Publications:**

- Thomas, N. (2017). The importance of cultural responsiveness in the aging experience. In V. Ward. *Supercharge your life after 60: 10 tips to navigate a dynamic decade*. (pp. 225-228) Brentwood, CA 94513: Nubian Images Publishing.
- Thomas, N., Dickerson, J. & Groce, J. (2011). African American male-female relationships: Today's reality. *Fatherhood Institute Newsletter*.  
<https://sites.google.com/site/fatherhoodinstitute/fhi/>
- Thomas, N. (Fall, 2008). How public housing renewal affects older adults in communities of color. *Diversity Currents*,  
[www.asaging.org/asav2/noma/enews/08fall/managing\\_change](http://www.asaging.org/asav2/noma/enews/08fall/managing_change).
- Thomas, N. (Summer, 2008). A search for New Orleans elders finds little focus on older hurricane victims. *Diversity Currents*,  
[www.asaging.org/asav2/noma/enews/08summer/personal\\_perspectives](http://www.asaging.org/asav2/noma/enews/08summer/personal_perspectives).
- Thomas, N. (2006). The health of older women of African descent during the life course. *Spectrum Newsletter*. University of Pennsylvania Health System. Center on Excellence for Diversity in Health Education and Research 3(1).
- Thomas, N (2001). Embracing the Cultural Mosaic Conference Proceedings. *State Society on Aging of New York*.
- Thomas, N. (Spring, 1998). OCD behaviors. Hoarding: When does eccentricity become pathology? *The Brown University GeroPsych Report*. 2(9), 6-7.
- Thomas, N. & Colbert, C. (1998). Care management: It is time to consider another way. *PCMI Perspectives*. Pennsylvania Care Management Institute. Norristown, Pa. pp. 7-10.
- Thomas, N. (1996). Formal service utilization by African American elderly: Structural, individual and cultural determinants. (Doctoral dissertation, University of Pennsylvania, 1996).

### **Other Awards Received**

- 2016 **Dr. Caryl Sheffield Award for Excellence** from the Frederick Douglas Institute, California University of Pennsylvania
- 2015 **Spirit of CARIE Award** from the Center for Advocacy for the

- rights & Interests of the Elderly-Philadelphia, PA.
- 2015 **Volunteer Service Award**-Alpha Kappa Alpha Sorority, Inc. Alpha Alpha Omega Chapter-Pittsburgh
- 2010 **Woman of Distinction Award**-Southwest Women's Ministry of the Pennsylvania Baptist State Convention. Uniontown, Pa.
- 2008 **Hobart C. Jackson Award**-Center on Ethnic & Minority Aging, Inc. Board of Directors-Philadelphia, Pa.
- 2007 **2nd Place Outstanding President Award**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2006 **Senior Service Excellence Award**-Crozer Keystone Health Systems, Chester, Pa.
- 2006 **2nd Place Small Chapter President of the Year**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2005 **Social Worker of the Year Award**-National Association of Social Workers-Philadelphia, Pa. Chapter
- 2004 **2nd Place Good Citizen Award**-Alpha Kappa Alpha Sorority, Inc. North Atlantic Regional Conference-Philadelphia, Pa.
- 2004 **Philip E. Coleman Award** for Distinguished Service to Project Prepare-Widener University, Chester, Pa.
- 2004 Temple University General Alumni Association **Certificate of Honor**-School of Social Administration.
- 2004 Institute of Geriatric Social Work-Boston University **First Career Achievement Award.**
- 2004 National Association of Black Social Workers Widener University Chapter-**Founder's Award.**
- 2003 Chester Assembly No. 30 Order of the Golden Circle **Community Service Award.**
- 2002 YWCA Chester, Pa. **Community Hero Award.**
- 2000 **Who's Who Among America's Teachers.** Student nominated
- 2000 Pennsylvania Brandywine Division National Association of Social Workers **Social Worker of the Year Award.**
1992. Philadelphia Corporation for the Aging. Awarded certificate for **Outstanding Assistant Director**, Pre-Admission Assessment.
1991. Philadelphia Corporation for the Aging. Awarded first certificate for **Employee Outstanding Accomplishment**

**Professional Memberships/Affiliations**

Member-National Association of Social Workers  
 Licensed to practice Clinical Social Work in the State of Pennsylvania (current). (LCSW)  
 Member-National Association of Black Social Workers-Philadelphia Chapter  
 Honorary Member-Alpha Delta Mu National Social Work Honor Society – Beta Rho Chapter-Temple University  
 Alpha Kappa Alpha Sorority, Inc. -Undergraduate Chapter- Delta Gamma, Pennsylvania State University. Initiated in 1973. -Graduate Chapters: Tau Delta Omega, Chester, Pa. President 2006-2007; Vice President 2003-2006; Alpha Alpha Omega, Pittsburgh, Pa. 2008-2018; Current Member Gamma Chi Omega, Morgantown, West Virginia.

## **Community Involvement**

Member Board of Directors, Aging Well Pennsylvania, LLC. 2017-Present.

Board of Directors, Southwestern Pennsylvania Area Agency on Aging, Charleroi, Pa. 2008-2014 member (Secretary/Treasurer). Advisor from 2014-2016. Current member 2017-present.

East End United Community Center Board of Directors 2008-present. President-2011-2016; Treasurer 2009-May 2010. Board Secretary 2017-2019; Treasurer 2020.

Board of Directors, Staunton Farm Foundation, Pittsburgh, Pa. 2009-2012; 2012-2013 Advisor; Member 2014-2016.

Co-Founder in 1995 and President of the Center on Ethnic and Minority Aging, Inc. (1995-2008). Philadelphia, Pa.

Member Grantmaking Advisory Committee 2009

Member Planning Committee Chester Eastside Ministries (resigned 2007).

Member Kiwanis International-Chester Chapter. Member of Kiwanis Foundation , Chester, Pa. (Resigned 2007)

Board of Directors-Haddington Multi Services for Older Adults 1995-2007.

Founding Member, Chester Pearls Foundation (Resigned 2007).

Aid to Friends Meal Deliverer (1996-2004).

Member Alzheimer's Association Board of Directors, Philadelphia, Pa. Chairperson Program & Education Committee. (1999-2003).

President of the Board of Directors Senior Community Services 2003-2007, Vice President, 2000-2002, Member from 1996-2007. Appointed Life-Time Member in 2007.

Past member Board of Directors Horizons Unlimited ((1996-2001).

Past member Board of Directors Professional Care Management Institute. Highest office held Vice President (1994-2001)-Member accreditation committee-1994-2013.