

Applewhite Curriculum Vitae

MONICA APPLEWHITE, PH.D.

CURRICULUM VITAE

EDUCATIONAL BACKGROUND AND WORK EXPERIENCE

EDUCATION

The University of Texas at Arlington
Arlington, Texas

Ph.D. in Social Work – Clinical Track (1995).

Dissertation: "A Logistical Regression Model of the Decision Making Process of Women in Abusive Relationships."

Advisor: Dr. Charles Mindel

The University of Texas at Arlington
Arlington, Texas

Master's of Science in Social Work (1992).

Texas Christian University
Fort Worth, Texas

Bachelor's of Science in Social Work (1990).

WORK EXPERIENCE

Confianza, LLC - Independent consultant
September 2007 to the present
Austin, Texas

- **September 2007 to the Present – Programs for Religious Organizations, Schools and Social Service Agencies**
 - Developed and delivered educational programs for faith-based organizations, schools, social welfare and university systems throughout the United States, Ireland, Italy, The South Pacific Island Region, New Zealand, and throughout Australia.
 - Conducted comprehensive risk assessment and supported implementation of risk reduction strategies for Milton Hershey School in Hershey, Pennsylvania.
 - Provided educational programs to Hackley School, Bamford-Nightingale School and other independent boarding schools in the United States.
 - Facilitated the review of Accreditation Standards for Men's Religious Institutes in the United States. Reviewed standards for pastoral care of victims, incident investigation and supervision of those who have sexually abused minors.
 - Conducted workshops for supervisors of sexual offenders. Addressed current monitoring procedures, the use of static and dynamic variables in risk assessment, internal investigations and the use of community support for secondary prevention.
 - Delivered educational programs for Jesuit Superiors, Congregation for the Mission, Eastern and Mid-West Provinces, and numerous other programs for Religious Men.

- Conducted educational program for the Bishops of English-speaking countries entitled, "Monitoring the Accused and Safety Planning: Toward a Holistic Approach."
 - Conducted educational programs for the USCCB regarding supervision of priests who have sexually offended against minors.
 - Developed individualized programs of support and accountability for priests and religious who have sexually offended against minors and/or adults in ministry environments.
 - Presentations for the National Safe Environments Leadership Conference in 2009 and 2010.
 - Conducted educational programs and institutional risk assessment for educational and residential care facilities.
 - On-site consultation and education for University Systems and campus ministries.
 - Provided outreach and support to victims of sexual abuse on behalf of organizations in which the abuse had occurred.
 - Investigated historical reports of abuse and allegations of misconduct that fall short of criminal behavior.
- *September 2007 to the Present – Research on Historical and Current Standards of Care*
 - Reviewed and documented the professional literature regarding the development of standards of care in schools and educational institutions in the United States and internationally.
 - Reviewed and documented the professional literature regarding standards of care for children, youths and vulnerable adults in out of home care, including residential treatment facilities, emergency shelters, juvenile detention centers, foster care, day care centers, group homes and respite care.
 - Reviewed and documented technical literature regarding the knowledge base surrounding sexual abuse of minors, the treatment of sexual offenders, known prevention methods and institutional response systems from the early 1900's to the present.
 - Researched and documented the development of criminal statutes, sexual offender registries, punishments and parole requirements for sexual offenders throughout the history of the United States.
 - Reviewed and summarized the professional literature regarding the historic understandings of victims of sexual abuse, the short-term and long-term effects of abuse on children and youth, and the evolution of treatment for victims of abuse.

Park Dietz & Associates
Expert Consultant
2008 to the present

Praesidium, Inc.
Partner, President of Religious Services (1998 – 2007)
Arlington, Texas

- **1998 to 2007 Work with Organizations that Serve Children, Youths and Vulnerable Adults**
 - Conducted numerous on-site risk assessments of organizations that serve minors and vulnerable adults.
 - Activities included policy review, face to face interviews with staff and participants, review of records and incidents, and observations of programs.
 - Conducted investigations of boundary violations, policy violations and other non-criminal behaviors with children, youth and vulnerable adults.
 - Organizations included resident camps; water parks; dry parks; municipal pools; youth development organizations; public, private and charter schools; child care facilities, foster care organizations, Autism treatment facilities, residential treatment facilities, emergency shelters, juvenile corrections facilities and programs to address the needs of vulnerable adults.
 - Developed individualized strategies to address risks identified in assessments.
 - Developed policies and procedures to prevent and respond to physical, sexual and emotional abuse.
 - Conducted several hundred educational workshops and seminars to address screening and selection, internal feedback systems, policy development, monitoring and supervision, consumer awareness and incident investigation.
- **2002 to 2007 Programs for the Conference of Major Superiors of Men**
 - Addressed the major superiors of Catholic Religious Institutes in the United States. Program was entitled, "From Compliance to Commitment: Large Scale Organizational Change to Protect Children and Young People".
 - Conducted 12-part Educational Program for Major Superiors entitled, "Instruments of Hope and Healing: Prevention and Response to Sexual Abuse of Minors." Educational program included sessions regarding internal investigations, responding to those who have experienced abuse,
 - Worked with a committee of priests, monks and brothers to develop "Accreditation for Religious Institutes," a program of accountability. The Accreditation Standards consisted of 28 requirements for prevention and response to sexual abuse, including standards for the supervision of priests and brothers who have sexually offended children and youths.
 - Conducted site visits of more than 400 individual religious communities to ensure adherence to accreditation standards.
 - Conducted numerous educational programs (60+) with individual Religious Institutes, combining research findings, investigation experiences and current industry expectations to increase the knowledge and skills for prevention among priests and brothers.

- 2003 to 2004 *Programs for the Episcopal Church and the Salvation Army*
 - Addressed the Episcopal House of Bishops in a program entitled, "Policies and Standards for the Protection of Children" which outlined a five-step process for prevention and response to sexual abuse in religious organizations. The five-step process was accepted by the bishops and formalized in a resolution of the 74th General Convention of the Episcopal Church. The resolution adopted the standards for prevention and response to sexual abuse for all Episcopal Churches in the United States.
 - Developed National Model Policies for the Episcopal Church in the United States,
 - Developed and trained national program of prevention and response for the Episcopal Church in the United States and the Salvation Army Western Territory.
- 1998 to 2007 *Work with Religious Organizations*
 - Conducted risk assessments of faith-based organizations, including churches, religious schools, religious camps and youth ministry programs. Developed policies, supporting forms for documentation and procedures for managing risks of abuse that are unique to these environments.
 - Conducted investigations of sexual misconduct in religious organizations. Investigations of misconduct included Roman Catholic and Episcopal Priests, Religious brothers and monks, Jewish rabbis, Baptist Ministers, non-denominational protestant ministers, youth ministers, camp counselors, swimming instructors and school teachers of multiple religious traditions.
 - Developed individualized supervision protocols for members of the clergy and others in positions of trust who have sexually abused minors, violated boundaries with adults and failed to adhere to organizational policies with respect to boundaries and the ethics of ministry.
- 1998 to 2003 *Programs for the United States Catholic Dioceses*
 - Developed A Time to Protect God's Children and A Plan to Protect God's Children, video-based training designed to teach warning signs of child molestation and strategies for preventing and responding to abuse. Piloted program, trained trainers in 11 states and presented workshop to more than 30,000 Catholic laypeople, religious men and women, and members of the clergy.
 - Developed the Control Access Toolkit, a set of protocols and instruments for use in screening and selecting adults to work and volunteer in positions of trust with minors. The toolkit included interview questions, reference forms and follow-up questions, protocols for criminal background checks and a checklist for decision-making.
 - Reviewed 21 Roman Catholic Diocesan Policies and developed model Diocesan Policies for prevention and response to sexual abuse.
 - Developed a Self-Audit Toolkit for institutions to review their own policies and procedures to determine whether addition protocols may aid in the prevention and response to warning signs and incidents of abuse.

Praesidium, Inc.**Partner, Vice-President of Risk Management Technology (1994 – 1998)****Arlington, Texas**

- 1994 to 1998 *Programs for YMCA's and Youth Development Organizations*
 - Conducted risk assessment of YMCA programs, including child care, sports, Indian Guides & Princesses, resident camps, day-camps, after-school programs and swim instruction.
 - Developed screening protocols for staff and volunteers, screening and selection tools, parent information materials, and incident response protocols.
 - Conducted numerous educational programs for YMCA's and Youth Development programs throughout the United States, including Seattle, Detroit, San Francisco and Dallas.
- 1994 to 1998 *Programs for Residential Treatment Facilities and Emergency Shelters*
 - Conducted risk assessments for residential treatment facilities for children and youth with behavioral and emotional disturbances, including specialized programs for children and youth with chemical dependency, histories of sexual offending, oppositional-defiant disorders, conduct disorders, physical and sexual abuse histories and developmental delays.
 - Conducted root cause analysis of cases of adult to child abuse, child to child abuse, and incidents of sexual conduct among program participants.
 - Developed policies and educational programs for the Association of Licensed Care Facilities in Texas.
 - Developed protocols and implementation strategies for managing juvenile sexual offenders in residential treatment facilities.
- 1994 to 1998 *Programs for Foster Care*
 - Conducted risk assessment foster care organizations and foster homes.
 - Developed screening and selection system for foster families, including protocols for home visits, a self-assessment for potential foster parents, behavioral interviews, reference check questions and protocols for decision-making.
 - Developed case management protocols for ongoing supervision and monitoring of foster homes. Included standard interviews with children and youth and procedures for direct observations of interactions.
 - Conducted training for foster parents, case managers, supervisors and administrators regarding abuse prevention and response in foster care environments.

Child Safe Environments, Inc. (later became Praesidium, Inc.)

Consulting Firm for Organizations, specializing in prevention and response to sexual abuse.

Co-Founder (1992-1994)

Arlington, Texas

- *In preparation for consulting with organizations serving children and vulnerable adults, the following activities were completed:*
 - *Conducted complete literature review of sexual abuse, with focus on organizational abuse, disclosure, characteristics of targeted victims, prevention methods and standards for response upon disclosure.*
 - *Reviewed all empirical research that was available regarding physical and sexual abuse in organizations. Reviewed and analyzed cases of "institutional physical and sexual abuse."*
 - *Utilized a "root cause analysis" methodology to identify root causes of abuse in organizations that serve children and youth.*
 - *Reviewed legal definitions and child abuse reporting laws to develop educational materials for organizations that serve children.*
 - *Reviewed prosecuted cases and all other publically available cases to identify patterns of abuse, disclosure and investigation in organizational abuse.*
 - *Reviewed current research on sexual offenders and patterns of "extra-familial" abuse.*

PROFESSIONAL AFFILIATIONS

National Association of Social Workers (NASW)

Association for the Treatment of Sexual Abusers (ATSA)

PUBLICATIONS

Putting Abuse in Context, America Magazine, September 25, 2006

Understanding Infatuation and Devotion, Human Development Magazine, Winter, 2005

SPECIFIC CLIENT ORGANIZATIONS

Camps

- Camp Carter, Fort Worth
- Camp Colman, Washington State
- Camp Grady Spruce, Dallas
- Camp Jones Gulch, San Francisco
- Camp Nissokone, Michigan
- Camp Olympia, Texas
- Camp Orkila, San Juan Islands
- Pine Cove Christian Camps
- Woodmen of the World

Child Care and Social Service Organizations

- All Church Home for Children (adoption, emergency shelter, foster care, residential)
- Autistic Treatment Centers, Dallas and San Antonio
- Bair Foundation (adoption, foster care, kinship care, family services)
- Baltimore Catholic Charities (adoption, foster care, residential treatment)
- Bridge Emergency Shelter for Children and Youths
- Buckner Children's and Family Services (adoption, foster care, family services)
- Cal Farley's Boy's Ranch (residential and transitional programs for children & youth)
- Casey Family Programs (adoption, foster care, family services)
- CentaCare Social Services, Queensland, Australia
- Clinicare Corporation (Residential Treatment Centers)
- Covenant Kids, Inc. (adoption, foster care, family services)
- DePelchin Children's Center (foster care, adoption, mental health)
- D&S Residential (care for individuals with intellectual and developmental disabilities)
- Eckerd Youth Alternatives (services for children and youth w/complex mental, emotional and behavioral needs)
- Fort Worth Catholic Charities (children, refugee and family services and foster care)
- La Petite Academy (educational and child care)
- Lee and Beluah Moor's Children's Home (adoption, foster care and residential care)
- Lena Pope Home (counseling, family services and intensive treatment programs)
- Lutheran Social Services of the South (adoption, foster care, kinship care and residential)
- Marywood Child and Family Services (services for pregnant and parenting teens)
- Masonic Homes (counseling and family services)
- Methodist Children's Home (foster care, residential treatment, family services)
- Mentor Clinical Care (therapeutic & medically complex foster care, adults, adoption)
- New Horizon Academy Child Care (educational and child care)
- New Jersey Department of Children and Families
- New York Foundling Hospital (adoption, foster care, adults, family services)
- North American Family Institute (juvenile justice, behavioral health, adult services)
- Presbyterian Children's Home (adoption, foster care, residential, family services)
- Rancho Valmora Treatment Center (residential treatment for adolescents)
- Safe Havens of Cornerstone (adoption, foster care, family services)
- Seguin Services, Inc. (adoption, foster care, adult services)
- Social Services of Auckland, New Zealand (foster care, kinship care, family services)
- St. Dominic's Home (family foster care, therapeutic pre-school, mental health services)

- Texas Association of Children's and Family Services (TACFS)
- Texas Department of Protective and Regulatory Services
- Texas Baptist Children's Home (residential treatment, family services)
- Wisconsin Association of Family and Children
- Wisconsin Bureau of Regulation and Licensing
- Wyoming Department of Family Services

Parks and Recreation

- Ellis and Associates
- Illinois Parks and Recreation
- Six Flags Hurricane Harbor
- World Waterpark Association

Religious Organizations

- Abbey of Gethsemani
- American Cassinese Congregation
- Anglophone Conference of Bishops
- Australian Office of Professional Standards
- Australian Conference of Bishops
- Benedictine College
- Broadway Baptist Church
- Brothers of the Sacred Heart
- Capuchin Friars
- Catholic Charities of Baltimore
- Catholic Charities of Fort Worth
- Christ Chapel Bible Church
- Church of Jesus Christ of Latter-Day Saints
- Church of the Hills
- Conference of Major Superiors of Men
- Congregation for Institutes of Consecrated Life and Societies of Apostolic Life
- Congregation of Alexian Brothers
- Congregation of Christian Brothers
- Congregation of the Holy Spirit
- Congregation of the Passion
- Consolata Missionaries
- Conventual Franciscan Friars
- Divine Word Missionaries
- Dominican Friars – Eastern Province
- Dominican Friars – Western Province
- Episcopal Diocese of Atlanta
- Episcopal Diocese of Indianapolis
- Episcopal Diocese of Texas
- Episcopal House of Bishops
- Episcopal Theological Seminary of the Southwest
- Glenmary Home Missioners
- Holy Cross Brothers and Fathers – Worldwide policy and education
- Hospitaller Brother of St. John of God
- International Church of the Foursquare Gospel
- Irish Catholic Bishops Conference

- Irish Missionary Union
- Josephite Fathers
- Legionaries of Christ
- LifeTeen International
- Maryknoll Fathers and Brothers
- Marist Brothers and Fathers of New Zealand
- Marist Brothers of the Schools
- McKinney Memorial Bible Church
- Mepkin Abbey
- Mission Personnel – Episcopal Church
- Missionaries of the Sacred Heart – Prevention and response in 23 countries
- Missionaries of the Precious Blood
- Missionary Society of St. Columban
- Monastery of Christ in the Desert
- Montfort Missionaries – Global prevention and response initiative
- Mount Angel Abbey and Seminary
- National Conference of Synagogue Youth
- National Religious Vocation Directors Conference
- National Safe as Church Conference, Australia
- New Melleray Abbey
- Norbertines, St. Norbert Abbey
- Oblates of Mary Immaculate
- Office of Professional Standards for New Zealand
- Order of St. Augustine - Villanova
- Order of Friars Minor
- Order of the Most Holy Trinity
- New Jersey Catholic Conference
- Park Cities Baptist Church
- Polish Catholic Bishop's Conference
- Presbyterian Church of the USA
- Rabbinical Council of America
- Roman Catholic Archdiocese of Atlanta
- Roman Catholic Archdiocese of Baltimore
- Roman Catholic Archdiocese of Brisbane
- Roman Catholic Archdiocese of Chicago
- Roman Catholic Archdiocese of Denver
- Roman Catholic Archdiocese of Los Angeles
- Roman Catholic Archdiocese of Melbourne, Victoria
- Roman Catholic Archdiocese of Newark
- Roman Catholic Archdiocese of New Orleans
- Roman Catholic Archdiocese of New York
- Roman Catholic Archdiocese of Seattle
- Roman Catholic Archdiocese of Sydney, Australia
- Roman Catholic Diocese of Adelaide, South Australia
- Roman Catholic Diocese of Anchorage
- Roman Catholic Diocese of Austin
- Roman Catholic Diocese of Brownsville
- Roman Catholic Diocese of Cairns, Queensland Australia
- Roman Catholic Diocese of Charlotte
- Roman Catholic Diocese of Dallas

- Roman Catholic Diocese of Fairbanks
- Roman Catholic Diocese of Fort Worth
- Roman Catholic Diocese of Lubbock
- Roman Catholic Diocese of Manchester, NH
- Roman Catholic Diocese of Norwich, CT
- Roman Catholic Diocese of Phoenix
- Roman Catholic Diocese of Portland, ME
- Roman Catholic Diocese of Portland, OR
- Roman Catholic Diocese of San Angelo
- Roman Catholic Diocese of Springfield
- Roman Catholic Diocese of Toowoomba, Queensland Australia
- Safe Environment Conference of the United States
- Society of Jesus, California Province
- Society of Jesus, Chicago Province
- Society of Jesus, Missouri Province
- Society of Jesus, New York Province
- Society of Jesus, Oregon Province
- St. Joseph's Abbey
- Sulpicians
- Texas Catholic Conference
- The Salvation Army, United Kingdom with the Republic of Ireland
- The Salvation Army USA Western Territory (Denver to Guam)
- United States Conference of Catholic Bishops
- United States Jesuit Conference
- Vincentians – Eastern Province
- Vincentians – Midwest Province
- Windsor Village United Methodist Church
- Xaverian Brothers
- Young Life
- Youth for Christ

Residential Care Facilities for Clergy and Other Ministers

- Recon, Inc.
- Shalom Center, Inc.
- St. Luke Institute
- St. Michael's Community
- The Southdown Institute, Toronto Canada
- Vianney Renewal Center

Universities, Schools, and Educators

- Ambassador Programs
- Arrupe Jesuit High School
- Beggs Independent School District
- Board of Education, City of Chicago
- Brother Rice High School
- Buckingham, Browne and Nichols School
- Catholic Education Office - Sydney, Australia
- DeMatha Catholic High School

- Edison Schools (Nationwide)
- Fordham Preparatory School
- Hackley School
- Gonzaga University
- Madill School District
- Marist School, Atlanta Georgia
- Marlborough School for Girls
- Milton Hershey School
- Montessori Schools
- National Deaf Academy
- Newton Learning Home Field Adventure
- Nightingale-Bamford School
- Regis High School, New York
- San Juan Diego High School
- St. Ignatius College Preparatory School, Chicago
- St. John's College, Belize City
- St. John's University, Collegeville, MN
- St. John's University, New York City
- St. Joseph's Preparatory School, Philadelphia
- The Imani School
- Ventura County Schools Self- Funding Authority
- Wyoming School Board

Youth Development Organizations

- Baden-Powell Scout's Association
- Boy Scouts of America
- Heritage YMCA Group
- H.O.P.E. Farm
- Junior Achievement, Inc.
- Old Colony YMCA
- Pacific Science Center
- Sierra Club
- YMCA of Fort Worth
- YMCA of Greater Kansas City
- YMCA of Greater New York
- YMCA of Greater Seattle
- YMCA of Greater St. Paul
- YMCA of Metropolitan Dallas
- YMCA of Metropolitan Detroit
- YMCA of Metropolitan Minneapolis
- YMCA of Newport County
- YMCA of Pittsburgh
- YMCA of San Diego County
- YMCA of San Francisco
- YMCA of the Treasure Coast
- YMCA of the USA