

Shana D. L. Hormann, Ph.D., MSW

EDUCATION

- 2007 Ph.D., Leadership and Change, Antioch University
Dissertation: Organizational trauma: A phenomenological study of leaders in traumatized organizations
- 1978 MSW, School of Social Work, University of Washington
- 1976 BA, Sociology, University of Washington, cum laude

PROFESSIONAL POSITIONS

- 2013-Present** **Vice President for Student Affairs and Associate Academic Dean, Antioch University Seattle**
Provide direction and oversight for Disability Support Services, Diversity Services, Library, Student Life Office and student-led organizations, veterans' affairs, and the Fulbright program; serve on the Antioch University Council of Chief Academic Officers and University Academic Council; liaison with the academic programs.
- 2008-2013** **Associate Academic Dean and Dean of Students, Antioch University Seattle**
Provide support to and advocacy for students including addressing student complaints and grievances; serve as member of the President's Team; work in tandem with the Vice President for Academic Affairs and Dean of Faculty; oversee Student Life Office, Student Assembly, and student-led organizations and activities; oversee Career Services, Fulbright program, Graduate Assistants; liaison with the Registrar and Continuing Education Offices; represent AUS to the Seamless Pathways for Native Education leadership team.
- 1995-Present** **Shana Hormann Consulting**
Consultation, Facilitation and Training
- 2008-2012** **Special Assistant to the Vice Chancellor for Academic Affairs, Antioch University**
Worked closely with the Vice Chancellor on projects including: (1) Antioch University annual faculty conference, (2) Academic program reviews, and, (3) Policy creation and revision.
- 2000-2008** **Core Faculty, M.A. in Organizational Psychology, Antioch University Seattle; Lead Faculty, First People's Programs in Creative Change at the Muckleshoot Tribal College, Auburn, WA.**

Responsibilities included student advising, teaching, university service and community service, including service on the President's Transition Team. My practice and research interests include organizational culture, organizational traumatization and health, leadership (particularly with nonprofit organizations), and Native education. I co-coordinated the master's degree programs at the Muckleshoot Tribal College. Courses taught: Leadership, Group dynamics and facilitation, Human behavior in the workplace, Organizational trauma and healing, Critical Inquiry, Communication Design, Reflective practice.

2005-2007 **Interim Director, Center for Creative Change, Antioch University Seattle**
Responsible for five degree programs in an interdisciplinary, integrated model of graduate education: Environment and Community, Management, Organizational Psychology, Strategic Communication, and Whole Systems Design. Built on a common core of shared courses, each program offered a rigorous curriculum of specialization and elective courses. Students and faculty collaborated across traditional program boundaries in their research, coursework and community projects. Responsibilities included oversight for program development and budget, as well as management and supervision of three staff and eight Core Faculty.

2002-2004 **Director, Center for Community and Professional Learning, Antioch University Seattle**
Responsible for continuing education for alumni and professionals in the fields of education, psychology, management and organizational psychology. Facilitated the development of certificate programs in women and leadership, coaching, and dispute resolution.

1995-2000 **Associate Superintendent, DSHS Echo Glen Children's Center, Snoqualmie, WA.**
Responsible for the administration of four 16-bed units, including the treatment, social services, child care and custody services within a juvenile rehabilitation facility for court-committed adolescents. Administrator for substance abuse services including educational services, 90-day in-patient treatment, and aftercare. Oversee WA State DSHS Juvenile Rehabilitation Administration (JRA) programming for juvenile female offenders, training of staff who work with the girls, and implementation of gender-specific services. JRA representative to the National Steering Committee on Female Offenders. Chair of the Echo Glen Diversity Committee and JRA Statewide Oversight Committee on Juvenile Female Offenders.

1991-1995 **Program Manager, DSHS Echo Glen Children's Center, Snoqualmie, WA.**
Responsibilities included design and implementation of program within a juvenile rehabilitation facility for court-committed adolescent females. Provided individual, group, and family counseling. Revised a behavioral management program to address needs of residents while in the institution, as well as coordination and advocacy for community placements. Supervised 8 treatment staff and several interns. Participated on inter-disciplinary treatment team. Represented Echo Glen to the JRA Vocational Study Committee and the DSHS Task Force on Lesbians and Gay Youth.

1994- **Affiliate Assistant Faculty, School of Social Work, University of**

- 2007** **Washington, Seattle, WA.**
Practicum Instructor for Bachelor and Master level Social Work students.
Chair, Practicum Advisory Council (PAC), 1998-99.
- 1993-2000** **Adjunct Faculty, Antioch University, Seattle, WA.**
Instructor in the Masters in Psychology Program: "Group Facilitation." Instructor in B.A. Program: "Professional Ethics" and "Spirit in the Work Place."
- 1981-1991** **Instructor, University of Alaska-SE, Juneau, AK. (*Visiting Professor—1988*)**
Courses taught included: Small Group Discussion, Interpersonal Communication, Principles of Oral Communication, Women's Studies, Human Sexuality, Death and Dying, Social Problems, Survey of Social Services for Rural Communities. Courses were taught at the UAS campus in Juneau, at the Lemon Creek Correctional Facility, and via audio-conferencing to Southeast Alaska villages. Research conducted for State of Alaska on use of teleconferencing for provision of mental health education to rural Alaskan villages.
- 1990-1991** **Director, University of Alaska-SE**
Responsible for overseeing campus counseling center and student services including on-campus housing issues.
- 1983-1991** **Private Practice: Counseling, Consultation and Training Juneau, AK.**
Provided individual and group psychotherapy. Areas of expertise: sexual abuse, incest, domestic violence, adult and adolescent female offenders, grief work. Provided consultation and training for groups and organizations: team building, conflict-resolution, communication skills, supervision, stress management. Gave "Expert Witness" testimony on sexual assault and domestic violence for the Alaska Court System. Taught expressive arts for high-risk adolescents at Juneau-Douglas High School.
- 1989-1990** **Coordinator, Family Services Program, Tongass Community Counseling Center, Juneau, AK.**
Designed and implemented a treatment program in coordination with Alaska Division of Family and Youth Services, for child and adolescent victims of family violence and their families. Provided group, individual and family counseling. Supervised Masters' level clinicians. Facilitated an "Expressive Arts Therapy" class for at-risk high school students. Provided training on sexual abuse.
- 1988-1989** **Supervisor, Juneau Community Mental Health Center, Juneau**
Supervised the adult mental health unit, including emergency and outpatient clinical services. Participated on inter-disciplinary treatment team, initiated group therapy as a treatment modality, wrote grants, provided training on suicide prevention.
- 1984-1987** **Social Worker, Hospice of Juneau, Juneau, AK.**
Provided consultation and therapy to terminally ill patients and their families. Provided training on the psychosocial impact of cancer to professionals, volunteers, and patients.
- 1982-1983** **Researcher, Writer, Co-Producer, Three Pence Productions, Juneau, AK.**

Researched, wrote and co-produced a documentary on domestic violence in Alaska, and two training videos for law enforcement officials and human service professionals on intervening with victims and offenders of domestic violence.

1982 Program Monitor, Governor's Council on Domestic Violence and Sexual Assault, Juneau, AK.

Supervised the production of educational videos on child sexual assault for use with K-12 grades. Authored curriculum on intervening in domestic violence situations for law enforcement officials.

1981 Program Coordinator, AWARE Shelter, Juneau, AK.

Recruited, trained and supervised staff and volunteers to work with victims of domestic violence and their children. Provided emergency counseling and advocacy. Assisted with the writing of the Alaska Statutes on sexual assault and domestic violence.

1978-1981 Program Associate, Center for the Prevention of Sexual and Domestic Violence, Seattle, WA.

Co-facilitated workshops nationally on sexual and domestic violence with emphasis on rural issues. Co-produced curricula, edited monthly newsletter, contributed to national publications. Conducted research regionally and nationally on clergy attitudes about sexual assault and domestic violence.

PUBLICATIONS

- 2015 Bill, Denise and Hormann, Shana, *Native Education Leadership* (in process)
- 2015 Vivian, P. and Hormann, S., "Persistent Traumatization in Nonprofit Organizations" in *The OD Practitioner*, Winter 2015.
- 2013 Vivian, Pat and Shana Hormann, *Organizational Trauma and Healing*, CreateSpace, North Charleston (2013).
- 2012 Vivian, Pat and Shana Hormann, "Organizational Trauma and Healing," (2002). In Vogelsang, J., Townsend, M., Minahan, M., Jamieson, D., Vogel, J. Viets, A., Royal, C., and Valek, L. (Eds.). *Handbook for Strategic HR: Best practices in OD from the OD Network*. (2012). Chapter 33, (pp. 259-266), AMACOM Division American Management Association.
- 2011 Rojcewicz, P.M. and Hormann, S. "Education for Social Engagement: learning in the service of self and society in a global environment," *Russian-American Education Forum: An Online Journal*, (3) 2, December 1, 2011.
- 2009 Hormann, S. "What does it mean to pursue a quality education and be successful as a student?" Muckleshoot Monthly, September 17, 2009.
- 2007 Hower, Mark and Hormann, Shana. "Creative Redesign for Change," in Wergin, Jon (Ed.). *Leadership in Place: How academic professionals can find their leadership voice*. (2007). Chapter 5 (pp. 76-106). Anker Publishing Company, Inc., Bolton, MA.
- 2005 Hormann, Shana and Vivian, Pat. "Toward An Understanding of Traumatized Organizations and How to Intervene in Them," *Traumatology*, 11(3): 159-169, 2005.
- 2004 Hormann, Shana and Vivian, Pat. *Seattle Rape Relief: Organizational trauma, agency closure, and interventions that might have made a difference*. National Sexual Assault Coalition Resource Sharing Project, www.resourcesharingproject.org.
- 2004 Fortune, M.M. and Hormann, D., *Family Violence: A Workshop Manual for*

- Clergy and Other Service Providers*, cited in Rev. David and Anne Delaplane. *Victims of Child Abuse, Domestic Violence, Elder Abuse, Rape, Robbery, Assault, and Violent Death: A manual for clergy and congregations. Special Edition for Military Chaplains. The Spiritual Dimension In Victim Services*, P.O. Box 6736, Denver, Colorado 80206-0736, December 2004.
www.ojp.usdoj.gov/ovc/publications/infores/clergy/domvio.htm
- 2002 Vivian, Pat and Shana Hormann, "*Organizational Trauma and Healing*," *The OD Practitioner*, Winter, 2002.
- 1997 Hormann, Shana, "*The Need for Gender Specific Programming for Juvenile Females*," DSHS, JRA, Olympia, WA.
- 1995 Hormann, Shana and Carol Bishop-Jones, "*Teen Parenting Education Program*," Echo Glen Children's Center, Snoqualmie, WA.
- 1993 Hormann, Shana, "*Girls Who Commit Crimes: Bad Girls?*" for the Washington State Juvenile Court Diversion Program, Seattle, WA.
- 1982 Hormann, D. L. with W. Warnick, *Domestic Violence: A Curriculum for Officer Trainers*. Department of Public Safety, Governor's Council on Domestic Violence and Sexual Assault, Juneau, AK.
- 1980 Rev. Marie M. Fortune and D. L. Hormann, MSW. *Family Violence: A Workshop Manual for Rural Communities*. Center for the Prevention of Sexual and Domestic Violence, Seattle, WA.
- 1980 Richards, Carol and D. L. Hormann, MSW. "*Practice Principals for Helping Battered Women/Victims of Spouse Abuse*," Washington State Shelter Network.
- 1979 Adams, Carol and D. L. Hormann, MSW. "*A Commentary on Rural Issues And Family Violence*," in *Family Violence*, 1980.
- 1979 Rev. Marie M. Fortune and Denise Hormann, MSW. "*Sexual Violence*," *grapevine*. Joint Strategy and Action Committee, Inc., Vol. 11, No. 3, September 1979.
- 1978 Rev. Marie M. Fortune and D. L. Hormann, MSW. "*A Time to Speak: Resources On Rape and Sexual Violence*," UPC-USA Council on Women and the Church.

SELECT PRESENTATIONS: 2000-2014

- *Designing and Facilitating Effective Meetings*, US Coast Guard Base Seattle, March 2014.
- *Organizational Trauma and Healing*, Abused Deaf Women's Advocacy Services (ADWAS), Seattle, WA, November 2013.
- *Healing Trauma in Organizations: Addressing risk factors and building on strengths*, Keynote speech, Colorado Advocacy in Action Conference, June 2012.
- *Organizational Trauma and Healing*, Faculty Scholarship Series, Antioch University Seattle, May 2011.
- *Creating Seamless Pathways in Education to Promote Student Success*, Panel presentation, Pathways for Native Students: A conference on current issues and approaches in Washington colleges and universities, Seattle, WA, February 2010.
- *Indigenous Leadership: A Collaborative Approach to Education*, International Leadership Association annual conference, Prague, The Czech Republic, November 2009.
- *A Collective Approach to Indigenizing Community Empowerment: Genealogical and Geographical Kinship Ties*, Panel presentation, Celebrating Indigenous Empowerment, University of Washington, Seattle, WA, April 2008.
- *Teaching and Learning: Indigenous Perspectives on How to Survive and Thrive*, Panel presentation, International Leadership Association conference, Vancouver, B.C., Canada, November 2007.

- *Leading During Organizational Trauma: Healing and Building Resilience*, WA State Office of Crime Victims Advocacy Conference, October 2007.
- *Organizational Trauma and Healing*, Orthopsychiatry Symposium, Cape Cod Institute, June 2007.
- *A Journey Within: Visualization and Storytelling*, Living with Intention and Imagination in the second half of life, Antioch University Seattle and WomanSpirit Center, Seattle, February 2006.
- *Organizational Trauma and Secondary Traumatic Stress: Impacts on Counselors*, SeaMar Community Health Center, Clinica de la Comunidad, Seattle, October 2005.
- *Organizational Trauma and Healing*, Northwest Organizational Development Network, Mercer Island, WA., January 2005.
- *Merging the Passion of Leadership Practice and Scholarship: The Challenges, Ideas and Innovations of Blending Practice and Scholarship*, Panel presentation, International Leadership Association Conference, November 2004.
- *Crisis Center Dies: Another Victim of Trauma?* OD Network Annual Conference, Portland, OR, October 2003.
- *Organizational Trauma and Healing*, National Alliance for Non-Profit Managers Annual Conference, Houston, TX, June 2003.
- *Archetypes: Meeting Facets of Yourself*, Antioch University Seattle faculty presentation series, Seattle, WA, May 2001.
- *Strengthening Community programs Through Strategic Planning—A 2-day workshop*, Washington Coalition of Sexual Assault Programs, Wenatchee, WA, March 2001.
- *Visualization and Storytelling*, Head, Heart and Hands conference, Educators Holding a Space, Pierce College, Lakewood, WA, February 2001.
- *An Overview of Female Offenders and Working with Juvenile Female Offenders*, Washington Corrections Administration statewide conference, Vancouver, WA, October 2000.

AUDIO VISUAL RESOURCES

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| 2014 | Hormann, S. " <i>Organizational Trauma and Healing</i> ," Podcast, PNW Organizational Development Network, May 2014. |
| 2008 | Hormann, S. " <i>Interventions and leadership for groups undergoing organizational trauma</i> ," Podcast, Antioch University Seattle website, May 2008. |
| 2007 | Kenny, C. and Shana Hormann. Panel presentation on tape, " <i>Teaching and Learning: Indigenous Perspectives on How to Survive and Thrive</i> ," International Leadership Association conference, Vancouver, B.C., Canada, November 2007. |
| 1994 | Presenter, " <i>Tough Times for Juvenile Justice</i> ," KCTS Channel 9 documentary on juvenile justice in Washington State. |
| 1982 | Hormann, Lumiansky, and Gordon, " <i>Someone You Know</i> ," a documentary film on domestic violence in Alaska, for the Governor's Council on Domestic Violence and Sexual Assault, Three Pence Productions, Juneau, AK. |
| 1982 | Hormann, Lumiansky, and Gordon, " <i>Domestic Violence Intervention</i> ," training videos for use with mental health professionals and law enforcement officials, for the Governor's Council on Domestic Violence and Sexual Assault, Three Pence Productions, Juneau, AK. |

AWARDS

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| 2013 | <i>Catalysts of Collaboration Award</i> , Antioch University Seattle |
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- 2011 *Circle of Recovery*, Residence XII Alcohol and Chemical Dependency Treatment Center for Women, Kirkland, WA.
- 2011 *President's Recognition Award for Promoting Diversity*, Antioch University Seattle
- 2005 *President's Recognition Award for Student Service*, Antioch University Seattle
- 2000 *WA State Department of Social and Health Services Statewide Outstanding Team Award*, Juvenile Rehabilitation Administration Statewide Juvenile Female Offender Oversight Committee (Chair)
- 1998 *WA State Department of Social and Health Services*
- 1997 *Regional Outstanding Team Award*, Echo Glen Juvenile Female Offender Task Force (Chair)
- 1997 *Outstanding Service Award and Outstanding Team Award*, Echo Glen Diversity Committee (Chair)
- 1997 *Outstanding Service Team Award*, Echo Glen Diversity Committee (Chair)
- 1996 *Individual Outstanding Service Award*, Echo Glen Children's Center
- 1995 *Individual Outstanding Service Award*, Echo Glen Children's Center
- 1991 *Outstanding Teacher Award*, UAS Student Government, University of Alaska-Southeast, Juneau, AK
- 1987 *NASW Gold Card Award*, Alaska Chapter, National Association of Social Workers
- 1983 *Social Worker of the Year Award*, NASW, Juneau Chapter, Juneau, AK

Professional Memberships:

- National Organizational Development Network (ODN)
- International Leadership Association (ILA)
- Student Affairs Administrators in Higher Education (NASPA)
- National Association of Social Workers (NASW)
- National Association of Professional Women (NAPW)

References: Available upon request