

Curriculum Vitae
July 2026

DR. ONICK O. LEWIS, MSW, EdD

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EDUCATION

Doctor of Education in Organizational Leadership with an Emphasis in Organizational Development

Grand Canyon University, Phoenix, Arizona, *November 2019*

Dissertation Topic: An Exploration of whether Job Satisfaction Predicts Subjective Well-Being among Social Worker.

Master of Social Work with a concentration in Community Organization and Social Administration emphasizing Children and Families

West Virginia University, Morgantown, West Virginia, *May 2008*

Bachelor of Arts in Sociology and Anthropology with a major concentration on Crime & Social Controls

West Virginia University, Morgantown, West Virginia, *May 2005*

PROFESSIONAL EXPERIENCE

School of Social Work and Human Services, Troy University

Bachelor of Social Work Program Director, May 2021 – Present

Assistant Professor, August 2023 – Present

Social Work Lecturer, July 2015 – 2023

- HS 2240: Ethics in the Helping Profession
- HS3370: Professional Communication in the field of Human Services
- HS/SWK 3375: Practicing Cultural Responsiveness
- SWK 3320: Human Behavior in the Social Environment II
- SWK 3340: Social Policy and Planning
- SWK 4472: Social Work with Organizations and Communities
- SWK 6601: Social Welfare Policy and the Social Work Profession
- SWK 6612: Theory and Practice with Communities Organizations
- SWK 6614: Cultural Diversity
- SWK 7703: Direct Practice Evaluation
- SWK 7722: Social Work in Health Care Settings
- SWK 7769: Advanced Direct Practice Senior Seminar
- SWK 7796: Concentration Practicum I
- SWK 7797: Concentration Practicum II
- SWK 7798: Concentration Practicum III

Department of Social Science, Glenville State College

Adjunct Professor of Sociology, January 2010 – July 2015

- SOCL 205: Principles of Sociology
- SOCL 340: Death and Dying

Department of Academic Affairs/Student Life, Glenville State College

Instructor for General Education/Student Life, May 2011 – July 2015

- GSC 100: The First-Year Experience, Glenville State College

Student Support Services, Glenville State College

Director July 2012 – July 2015

Interim Director January 2012 – June 2012

- Responsible for the development and implementation of Student Support Services (SSS) program objectives in accordance to the 2010 Department of Education TRIO Grant. Developed projects and services designed to meet the unique and specific needs of 160 first generation low-income program participants.
- Managed Student Support Services staff; consisting of two Teacher/Counselors, Administrative Assistant, Tutor Coordinator, Tutors, and Project Assistants/Student Workers with a budget of \$238,000 annually.
- Acted as a liaison between Glenville State College's academic departments and administrative offices to ensure Student Support Services participants navigated and completed college within 6 years.
- Chaired the search and selection committee to fill various staffing positions for the Student Support Services grant.
- Completed the Department of Education's Student Support Services Annual Participant Reports (APR).
- Provided academic, financial, career and personal counseling to the program participants to ensure retention, persistence, and graduation within 6 years.

Student Support Services, Glenville State College

Teacher/Counselor, Aug 2008 – June 2012

- Assisted in the development and implementation of program curriculum for Student Support Services participants.
- Primary Instructor for the Student Support Services' GNED 399, ST&P: Senior Experience
- Developed projects and services designed to meet the unique yet specific needs of the program participants as well as coordinate social, cultural and educational programs/events for Student Support Services participants.
- Provided financial, academic/educational, personal counseling and/or guidance to participants of Student Support Services.
- Assisted with the Student Support Services Annual Participant Reports (APR).
- Participated as a member of the search and selection committee to fill various staffing positions within Academic Support Services and the Student Support Services program.

Undergraduate Academic Services Center, West Virginia University

Undergraduate Academic Advisor, May 2005 – June 2008

- Assisted students with the selection of classes and majors to achieve academic success and provided academic and educational counseling.
- Presented and facilitated West Virginia University's freshman registration workshops, along with performing group and individual advising to incoming freshmen students.
- Speaker/presenter; giving the "Welcome" speech for West Virginia University's New Student Orientation.
- University 101 Instructor, Orin: First-Year Experience; an orientation course for incoming freshmen at West Virginia University
- Orin 110 Instructor, Orientation to EXCEL/TEAM for students deemed high-risk due to low SAT/ACT scores and/or poor high school GPA

AWARDS AND HONORS

2026 Undergraduate Teacher of the Year Nominee, The School of Social Work and Human Services, Troy University, College of Health Sciences. (May 2026).

2026 Graduate Teacher of the Year Nominee, The School of Social Work and Human Services, Troy University, College of Health Sciences. (May 2026).

2024 Undergraduate Teacher of the Year, The School of Social Work and Human Services, Troy University, College of Health Sciences. (May 2024).

ACADEMIC RESEARCH AREA OF EMPHASIS

Social Work Related Research

- Social Workers' Subjective Well-Being
- Social Workers' Job Satisfaction
- Employer Appreciative Behavior
- Workplace Incentives and Job Productivity
- Humanizing the Workplace
- Diversity in the Workplace
- Cultural Competence in Social Work
- Ethics in Social Work Practice

ACADEMIC PUBLICATIONS

Johnson, E., **Lewis, O.**, (2026) The Mental Health and Quality of Life (QoL) Among Older Adults Under Institutional Care in Troy, Alabama (Research in progress)

Nelson, D., **Lewis, O.**, & Cochran, A. (2026) Chapter 10: The State of Social Work Professionals: An overview of the social work profession and strategies for recruiting and

retaining a competent and capable workforce. *Bridging the Skill Gap: Workforce Development Policy and Perspectives* DOI: <https://doi.org/10.52305/STNX2883>. Nova Science Publishers (In press)

Johnson, E., Lewis, O., Warr, R. (2026) Unravelling the links between alcohol and adolescent prevention through parenting education. *Handbook of Alcohol Use and Alcohol Use Disorders: From Biology to Public Health*" (Book chapter accepted)

Johnson, E., Lewis, O., (2026) From Stigma to Support: Rethinking Teenage Pregnancy and Suicide Prevention in the Caribbean. Oxford University Press. (Book chapter accepted)

Lewis, O., Boyas, J., Johnson, E. J., & Warr, R. L. (2025) Understanding the Predictors of Intent to Stay in Child Welfare Social Work: A Quantitative Study of Motivation, Job Satisfaction, and Subjective Well-Being (Research in progress)

Lewis, O., Nelson, D., Wickersham, L., & McCoy, L., (2025) A Workforce Study of Alabama's Social Work Graduates from 2010-2021 (Research in progress)

Mccoy, L., Boyas, J., Moon, S., Robinson, M., Lewis, O., & Cox, A. (2024). Co-occurring factors associated with suicidal ideation among individuals with parole involvement: A classification and regression tree analysis. *J Health Soc Sci*, 9(4), 535-550.

Lewis, O., & Babyak, A. (2021). An exploration of whether job satisfaction predicts subjective well-being among social workers. *International Journal of Work Organisation and Emotion*, 12(4), 325-338. DOI: 10.1504/IJWOE.2021.120719

Lewis, O. O. (2019). *An exploration of whether job satisfaction predicts subjective well-being among social workers* (Order No. 27662698). Available from ProQuest Dissertations & Theses Global; ProQuest One Academic. (2320963105). Retrieved from <https://search-proquest-com.libproxy.troy.edu/docview/2320963105?accountid=38769>

EXTERNAL GRANT SUPPORT

June 2026	<u>Grant Funding</u> Wiregrass RCD Grant <i>Pending Status.</i> (Role: Investigator)
March 2024	<u>Grant Funding</u> CSX Community Service Grant Request ID# 102819989 <i>Not funded.</i> (Role: Investigator)
July 2024	<u>Letter of Intent Grant Submission</u> The Russell Sage Foundation, ID number R-2407-49712 <i>Not funded.</i> (Role: Investigator)

- November 2023 Contracts
Dothan Area Housing Authority, Baptist Bottoms Community Needs Assessment; 12/1/23- 10/31/24.; \$98,852.00; effort 40%; (Role: Co-Investigator)
- September 2022 Contracts
Dothan Area Housing Authority, Needs Assessment; 9/15/22- 9/15/23.; \$16,00; effort 40%; (Role: Co-Investigator)

INTENRAL GRANT SUPPORT FROM TROY UNIVERSITY

- October 2025 Troy University Faculty Development Research Grant (\$4,000)
Understanding the Predictors of Intent to Stay in Child Welfare Social Work: A Quantitative Study of Motivation, Job Satisfaction, and Subjective Well-Being (Research in progress)
- September 2025 Troy University Faculty Development Presentation Grant (\$100)
Conference: 2025 Council on Social Work Education (CSWE) Annual Program Meeting (APM)
Location: Denver Colorado
Title: Ready or Not? Exploring Accessibility and Initiatives Related to College Students & Mental Health
- January 2024 Troy University Faculty Development Presentation Grant (\$725)
Conference: Alabama Conference of Social Work
Location: Perdido Beach, Alabama
Title: NASW Code of Ethics Standard 1.05: The Importance of Cultural Competence and Social Diversity

ACADEMIC/PROFESSIONAL PRESENTATIONS

- October 2026 Presenter, The NASW Code of Ethics: Past, Present, and Future Directions, *The University of Alabama's Continuing Education Series*, Tuscaloosa, Alabama
- July 2026 Presenter, *From History to Practice: Understanding the NASW Code of Ethics for DHR and Child Welfare Workers*, 2026 Child Health and Welfare Summit, Tuscaloosa, Alabama
- February 2026 Co-Presenter, Conducting Community Needs Assessments: Identifying Strengths, Gaps, and Opportunities for Change, *2026 Alabama Conference of Social Work*, Orange Beach, AL
- February 2026 Co-Presenter, Exploratory research on Mental Health and Quality of Life (MHQoL) among Older Adults under Institutional Care., *2026 Alabama Conference of Social Work*, Orange Beach, AL

October 2025	Co-Presenter, Interactive Workshop Presentation, Ready or Not? Exploring Accessibility and Initiatives Related to College Students & Mental Health, <i>2025 Council on Social Work Education (CSWE) Annual Program Meeting (APM)</i> , Denver CO
October 2025	Presenter, Guiding Values: The NASW Code of Ethics and Its Role in DHR and Child Welfare Practice, <i>24th Annual Fall Social Work Conference</i> , Birmingham, AL
March 2025	Presenter, The Evolution of the NASW Code of Ethics: From 1960 to Now, <i>2025 Troy University SWK Lecture Series</i> , Troy, AL
February 2025	Co-Presenter, If You Plan It, They Will Come: A Pedagogical Approach to Experiential Learning, <i>2025 SECSA-CHRIE Conference</i> , Auburn University, Auburn Alabama
February 2025	Co-Presenter, Exploring the Intersection of Social Work Ethics and ADEL., <i>The 2025 Alabama Conference of Social Work</i> , Orange Beach, AL
March 2024	Co-Presenter, Representation Matters: The Need for Diversity in Higher Education Hospitality Management Programs, <i>2024 ICHRIE-SESCA Conference</i> , University of South Carolina, Columbia SC
February 2024	Co-Presenter, Student Athletes and Mental Health: Issues, Impacts, and Best Practices, <i>2024 Alabama Conference of Social Work</i> , Orange Beach, AL
February 2024	Presenter, Cultural Competence and the Code: The Importance of Cultural Competence and the NASW Code of Ethics, <i>2024 Alabama Conference of Social Work</i> , Orange Beach, AL
November 2023	Co-Presenter, The Academic Motivation of African American Undergraduate Social Work Majors, <i>51st Annual Alabama-Mississippi Social Work Education Conference</i> , Hoover, AL.
November 2023	Presenter, NASW Code of Ethics Standard 1.05: The Importance of Cultural Competence and Social Diversity, <i>Social Work/Counseling Professional Education Seminar hosted by Troy University, Continuing Education & Outreach</i> , Dothan, AL.
November 2022	Co-Presenter, Interactive Workshop Presentation, The Impact of Mental Health on College Students: Issues, and Best Practices, <i>2022 Council on Social Work Education (CSWE) Annual Program Meeting (APM)</i> , Anaheim, CA

September 2021	Presenter, NASW Code of Ethics: From 1960 to Now, <i>2021 Alabama Department of Public Health Social Work Conference</i> , Montgomery Alabama
April 2021	Co-Presenter, Minnesota Theory of Adjustment & Online Adaptations for Blind/Visually Impaired, <i>Vocational Evaluation and Career Assessment Professionals Association Virtual Conference</i> , "Rewind. Recalibrate. Rebuild."
February 2020	Co-Presenter, Is Job Satisfaction the Key to Higher Guest Service Scores?, <i>5th Annual ICHRIE-SECSA Conference</i> , Auburn University, Auburn Alabama
March 2018	Presenter, The Importance of Appreciation: Connecting Supervisor Appreciative Behavior to Job Satisfaction and Subjective Well-being, <i>2018 Alabama Department of Public Health Social Work Training Conference</i> , Montgomery Alabama
February 2016	Faculty Adviser, Docudrama/role-play: Signs, Symptoms, and Progression of Alzheimer and Dementia, <i>Alabama Chapter NASW—2016 Annual State Conference & Advocacy Day</i> , Montgomery Alabama

DOCTORAL COMMITTEE SERVICE

2020- Pres	Content Expert, <i>It's More Than A Classroom: Teacher's Perception of Job Satisfaction</i> , Dana A. Morris, Grand Canyon University
2020- Pres	Content Expert, <i>How Social Workers and Substance Abuse Counselors Describe their Interaction with Male Survivors of Sexual Abuse</i> , Angela Sampson-Jarrett, Grand Canyon University
2020- Pres	Content Expert, <i>Victim Advocates Descriptions of Secondary Traumatic Stress and Workplace Supports Used to Cope</i> , Lucy Muturi, Grand Canyon University
2020- 2024	Content Expert, <i>Utilizing Motivational Interviewing to Enhance Supervisory Communication Skills</i> , Bridgette G. Franklin, Grand Canyon University
2021- 2024	Content Expert, <i>Workforce Innovation: Understanding Positive Affect and Psychological Capital in Independent Workers</i> , Azariah Lehman, Grand Canyon University
2022- 2024	Content Expert, <i>Social Worker Spirituality in The Workplace as it Relates to Well-being</i> , Lanette Walters, Grand Canyon University

2021- 2024	Content Expert, <i>Satisfaction with Work-Life Balance and Job Satisfaction among Nonprofit Employees</i> , Kayo Skandunas, Grand Canyon University
2021- 2023	Content Expert, <i>Descriptions of Work-Life Balance, Recruitment, and Retention in Small Business Environments</i> , James Marcus Ralph, Grand Canyon University
2021- 2023	Content Expert, <i>A Qualitative Descriptive Study to Explore the Motivation of Job Seekers in the Job Search Process</i> , Khatereh Banani, Grand Canyon University

PROFESSIONAL DEVELOPMENT PRESENTATIONS

March 2025	Guest Lecturer, The Intersection of Privilege, HS 3375: Practicing Cultural Competency, The School of Social Work and Human Service, College of Health Sciences, Troy University
January 2025	Guest Lecturer, What is Culture and Why is it Important, HS 3375: Practicing Cultural Competency, The School of Social Work and Human Service, College of Health Sciences, Troy University
November 2023	Panelist, Intentional Careers in Affordable Housing through Public Housing Internships hosted by The Dothan Housing Authority, Dothan, AL.
September 2023	Panelist, The National Pan-Hellenic Council College 101, Troy University, Troy, AL.
July 2022	Guest Speaker, Crucial Convo: Neurodiversity: A Superability...not a Disability
April 2021	Guest Speaker, Underground Network Podcast, <i>Mental Health in Today's Generation: What Can We Do?</i>
February 2019	Presenter, Professionalism, Fortis College
August 2018	Presenter, Interviewing skills, Fortis College
April 2014	Panel Member, Glenville State College Family Day
February 2014	Presenter, Culture Shock; A Diversity Week Activity
August 2013	Presenter, New GSC Faculty Orientation Workshop
November 2013	Presenter, Academic Support Center: Career Wear

October 2013	Presenter, Academic Support Center: Mock Interviews
September 2013	Presenter, GSC Athletics Orientation
2011- 2013	Presenter, Hidden Promise Workshop, Career Exploration
February 2013	Panel Member, The Dream of Martin Luther King Jr. Today
October 2012	Presenter, Students in Free Enterprise (SIFE), Interview Etiquette
September 2012	Presenter, GSC Athletics Orientation
September 2011	Presenter, West Virginia University's Sociology and Anthropology Alumni Brunch, "Where Are They Now?"
2008-2013	Presenter, Student Support Services Workshop, Time Management; "Where Did All the Time Go?" Glenville WV
2008-2013	Presenter, Student Support Services Workshop, "Let's talk about Studying: Study Skills"
2005-2008	Presenter, West Virginia University's freshman registration workshops
2005-2008	Presenter, "Welcome Speech," West Virginia University's New Student Orientation

SERVICE TO TROY UNIVERSITY

2019- 2022.	Professional Interview Committee Member, Senior Seminar, School of Hospitality, Sport and Tourism Management (Troy Campus)
2018- 2022	Faculty Advisor, Sigma Alpha Sigma (Troy Campus)
2018- 2020	Faculty Advisor, National Association for the Advancement of Colored People (Troy Campus)
2015-2018	Faculty Advisor, Phi Alpha Honor Society (Montgomery Campus)
2015-2017	Committee Member, Montgomery Campus MSW Admissions Committee, (Montgomery Campus)
Spring 2017	Committee Member, Teaching Excellence Focus Group (Montgomery Campus)
Summer 2016	Reviewer, Conference Paper, Alabama-Mississippi Social Work Educator Conference

SERVICE TO GLENVILLE STATE COLLEGE

2014-2015	Staff Advisor, Glenville State College Student Government Association
2013-2015	Chair, Student Support Services Campus Beautification Task Force
2012-2015	Member, Behavioral Science Curriculum Committee
Fall 2014	Search Committee Member, Academic Service Center staff position
Fall 2014	Member, Glenville State College Withdrawal Process Review Committee
Fall 2014	Member, WVHEPC Leading the Way Compact Report Committee
Spring 2014	Judge, Fourth Annual Pioneer Showcase Language/Literatures and Social Science Forum
Spring 2014	Member, GSC 100 Advisory Council
Spring 2013	Assistant Coach, Glenville State College Cross Country Team
2013-2014	Member, GSC 100 Curriculum Committee
2012-2013	Staff Advisor, Glenville State College Science Fiction and Fantasy Guild
2010-2012	Staff Advisor, Glenville State College Cycling Club
Summer 2011	Search Committee Member, Department of Social Behavioral Science, Social Work faculty position
Summer 2011	Search Committee Member, Department of Social Behavioral Science, Psychology faculty position