

# Karen L. Neal

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## EDUCATION

George Mason University, 2000-2005

Ph.D. in Psychology, Area of Specialization: Applied Developmental Psychology

University of Tennessee, Knoxville, Tennessee, 1982-1983

M.S. in Child and Family Studies. Collateral Area of Study: Educational and Counseling Psychology

Carson-Newman University, Jefferson City, Tennessee, 1978-1982

B.S. in Home Economics, with honors, concentration in Family Services

## TEACHING EXPERIENCE

*Associate Professor* (2011 to present), *Assistant Professor*, (2005-2011), Psychology and Human Service Studies Departments, Queens University of Charlotte, Charlotte, NC. Courses: John Belk International Studies courses: "Madness & Morality: The fine line between psychopathology and evil in London," "Exploring Connections: Exploring the Culture and Working in Schools in Santo Domingo." "Psychological and Physical Well-being in the pursuit of life, love, and happiness in Greece" and "Comparative Studies of Human Services in the U.K. and the U.S.." Senior Seminar in Human Service Studies, Families as Systems, Parenting in Contemporary Society, Developmental Psychology, Exceptional Child Psychology, Infant and Child Psychology, Adolescent Psychology, Forgiveness: Theory, Research and Practice, Advanced General Psychology Lab, General Psychology, Ethical Issues in Human Services, Writing for Human Services, Advanced Human Services Studies, Introduction to Human Service Studies, Additional John Belk International Studies courses of Italy, Poland and Ukraine and Alpine Europe. Core 120 "The Moderns," Core 122 "Modern Citizenship: Food," Core 420 "Ethics." Created independent department of Human Service Studies, developed Human Service Studies minor; generated lectures, written and oral presentation projects, PowerPoint presentations, course syllabi and tests; selected texts. Evaluated and advised students in both Psychology and Human Service Studies majors. Supervised Human Service Services major program (before it became a separate department). Designed new courses, selected and coordinated guest speakers. Developed on-line coursework on MyCourses and Canvas. Served on academic committees, served on faculty/administration search committees.

**Department Head**, Human Service Studies Department, Queens University of Charlotte, 2011-2014. Hired and supervised full-time faculty and adjuncts. Created departmental course schedule and curriculum.

**Visiting Lecturer**, Psychology Department, University of North Carolina Charlotte, 2004-2005. Courses: Senior Seminar in Moral Development and the Development of Forgiveness, Child Psychology, The Psychology of Adjustment, General Psychology. Developed lectures, tests, written and oral presentation projects, PowerPoint presentations, tests and interactive text projects. Evaluated students. Created new undergraduate senior seminar. Supervised Graduate Teaching Assistant. Selected texts and developed course syllabi.

**Lecturer**, Psychology Department, Queens University of Charlotte, Summer 2004. Course: Developmental Psychology. Selected texts, developed syllabi, lectures, tests, and all written and oral assignments, evaluated students.

**Graduate Teaching Assistant**, Psychology Department, George Mason University, 2000-2002. Courses: Parenting in Contemporary Society, Adolescent Psychology and Developmental Psychology. Responsible for development and implementation of undergraduate courses. Selected texts, developed course syllabi, lectures, tests, and all written assignments, selected and coordinated guest speakers, evaluated students on all projects.

**Instructor**, Psychology Department, Fayetteville Technical Community College, Fayetteville, North Carolina, 1999. Course: Human Growth and Development. Instructed undergraduate students. Developed lectures, tests and research projects. Evaluated students.

**Adjunct Professor**, Psychology and Child Development Technologies Departments, Walters State Community College, Morristown, Tennessee, 1992-1994. Psychology courses: Abnormal Psychology, Developmental Psychology, and General Psychology. Child Development Technologies courses: Administration of Child Care Centers, Child Health, Nutrition and Safety, and Developmental Assessments for Children. Instructed students in pursuit of associate degrees. Created lectures, course syllabi, tests, laboratory projects and research projects. Coordinated guest speakers. Evaluated students on all projects.

**Adjunct Professor**, Human Ecology Department, Carson-Newman University, Jefferson City, Tennessee, 1992. Course: Human Growth and Development. Responsible for instruction of undergraduate course. Produced lectures, tests and written assignments. Evaluated students.

**Adjunct Instructor**, Psychology Department, Methodist College, Fayetteville, North Carolina, 1988-1990. Course: Human Growth and Development. Taught undergraduate courses. Developed lectures, tests and written projects. Evaluated students.

**Lecturer**, Psychology and Emergency Medical Technician (EMT) Departments, City Colleges of Chicago, Aschaffenburg, Federal Republic of Germany, 1986-1987. Courses: General Psychology and Crisis Intervention: Abuse, Rape, and Suicide. Instructed introductory undergraduate course and counseling seminar for EMT training. Developed lectures, counseling scenarios, written assignments and tests. Graded students. Evaluated texts and teaching materials.

## **PROFESSIONAL POSITIONS**

**Child Development Associate Representative**, Council for Professional Recognition, Washington, D. C., 1993-2003. Served as independent contractor conducting verification visits for assessment of Child Development Associate candidates.

**In-Home Therapeutic Social Worker**, Child and Youth Services, Cumberland County Mental Health, Fayetteville, North Carolina, 1997. Provided intensive, short-term in-home therapy and social work services to at-risk children and adolescents.

**Family Advocacy Program Specialist**, Heidelberg Army Hospital, Heidelberg, Federal Republic of Germany, 1995-1996. Provided social work and counseling services to both victims and perpetrators of child abuse, spouse abuse and sexual assault. Gave consultation assistance to military community. Developed and lead psychoeducational groups.

**Child and Family Therapist**, Concord Professional Group, Fayetteville, North Carolina, 1988-1991. Counseled individual adults and children, couples and families as part of private practice group as contracted through Raumbaugh Mental Health Center.

**Child Development Center Director**, Aschaffenburg, Federal Republic of Germany, 1984-1985. Managed childcare facility which provided full-day, hourly, preschool and before and after school care for children ages four weeks to 12 years. Supervised staff of 30 employees.

## **RESEARCH EXPERIENCE**

**Graduate Research Assistant**, Child Development Laboratory, Department of Psychology, George Mason University, Fairfax, Virginia, 2000-2005. Assisted with longitudinal study of young children's development of forgiveness. Developed and evaluated measures and protocol, led focal groups of children. Dr. Susanne A. Denham, Research Advisor. Project funded by the W. T. Grant Foundation.

**Graduate Research Assistant**, Child Development Laboratory, Department of Psychology, George Mason University, Fairfax, Virginia, 1999-2003. Assisted with longitudinal study concerned with the social and emotional development of young children. Dr. Susanne A. Denham, Research Advisor. Project funded by National Institute of Mental Health.

**Graduate Assistantship Research**, Child Development Laboratory, Department of Child and Family Studies, University of Tennessee, Knoxville, 1982-1983. Collected data and implemented intervention strategies for Project SEARCH. Project assessed the effects of mainstreaming preschool children with autism into a university child development center.

### **EXTERNAL FUNDING**

Rogers Summer Institute for Research and Creative Work (2022). Title: Parentification of Latino Immigrant Children. Award Amount: \$3,000.00.

### **PEER-REVIEWED PUBLICATIONS AND PRESENTATIONS**

Harper, M. & Neal, K. 2023. How Community-Based Learning Can Enhance Student Learning and Engagement. Lily Conference, International Teaching and Learning Cooperative, LLC, Asheville, NC.

Toussaint, L. & Neal, K. 2024. Restore: The Journey to Self-Forgiveness: Evaluation of an Online Self-Forgiveness Curriculum in College Students. Journal of College and Charter.

Neal, K. & Harper, M. 2022. Integrating Domestic and Global Assignments to Enhance Student Learning of Self-Care and Well-being. Lily Conference, International Teaching and Learning Cooperative, LLC, Asheville, NC.

Neal, K. 2021. Assigning Op-Eds as an Introduction to Social Advocacy, Formation of Policy, and Development of Intervention. Innovative Teaching Talk, Scholarship of Teaching and Learning Summit, Kennesaw State University, GA (virtual).

Neal, K. 2020. Applying Concepts of Parenting Practices to Creative Case Study Writing. Presentation for the Scholarship of Teaching and Learning Summit, Kennesaw, GA. Conference was cancelled due to Covid before acceptance of submissions.

Baartman, H. & Neal, K. 2016. The impact of a comparative international human services education. Presentation for Southern Organization for Human Services, Charleston, SC.

Velazquez, N. & Neal, K. 2016. Let's kick it together: A program to reduce adolescent self-harm. *National Organization of Human Services Conference Proceedings-Charlotte 2015*.

- Velazquez, N. & Neal, K. 2015. Building bridges between adolescent self-harm and Community programming. Presentation for National Organization of Human Services Conference, Charlotte, NC.
- Glenn, C. & Neal, K. L. 2104. The cure to homelessness, *Journal of Human Services Winter Monograph*, pp. 24-26.
- Leak, J. & Neal, K. L. 2104. Substance use within the adolescent sexual minority, *Journal of Human Services Winter Monograph*, pp. 34-36.
- Neal, K. L. 2013. *Creating and building community partnerships for senior capstone projects*. Paper presented at the Southern Organization of Human Services Conference, Atlanta, GA.
- Ricks, S. & Neal, K. L. 2008. *Closing the gap: Strategies to increase retention of community college graduates at four-year institutions*, 2008. Paper presented to Southern Conference of Human Services, Charleston, SC.
- Neal, K. L., Bassett, H. H., and Denham, S. A. 2006. *Perceptions of parenting styles' effects on children's forgiveness*, paper presented to the Symposium of the Development of Forgiveness in Children, American Psychological Association Semi-annual Conference on Religion and Spirituality, Columbia, MD.
- Neal, K. L. 2005. *The relationship between children's propensity to forgive, parents' propensity to forgive and parenting practices*. Dissertation submitted to the graduate faculty of George Mason University, Fairfax, VA.
- Denham, S. A., Neal, K.L., Wilson, B., Pickering, S., and Boyatzis, C. 2005. Emotional development and forgiveness in children: Emerging evidence. In Worthington, Jr., E. (Ed.). *Handbook of Forgiveness*. Brunner-Routledge: New York.
- Levit, K.K., Bassett, H., Neal, K. and Denham, S. 2005. *The effects of prematurity /perinatal complications on the social development of young children from middle class families*, poster presented for the Society for Research on Human Development, Atlanta, GA.
- Neal, K. L., Bassett, H. H., and Denham, S. A. 2004. *Affective processes and children's propensity to forgive II*, paper presented at the Symposium on Children's Forgiveness, Conference on Human Development, Washington, DC.
- Denham, S. A., Neal, K. L. and Bassett, H. H. 2004. "You hurt my feelings pretty bad": *Parents' and children's emotions as contributors to the development of forgiveness*, paper presented at the Symposium on Children's Forgiveness, Conference on Human Development, Washington, DC.

- Neal, K. L., Bassett, H. H., Denham, S. A. 2003. *Affective processes and children's propensity to forgive*, paper presented to A Campaign for Forgiveness Research Conference, Atlanta, GA.
- Neal, K. L. and Caswell, C. 2003. *How do children perceive forgiveness?* poster presented to the Society for Research on Human Development Conference, Tampa, FL.
- Neal, K. L. and Denham, S. 2003, *The development of forgiveness in children*, paper presented to Society for Research in Child Development Religious & Spiritual Development Preconference, Tampa, FL.
- Caverly, S., Neal, K. L. & Winsler, A. 2002. *Sibling influences on pragmatic language development*, poster presented to Conference on Human Development, Charlotte, NC.
- Denham, S. A., Kochanoff, A., Mason, T., Neal, K. L. & Hamada, H. 2001. *Emotional development*, in Ponzatti, J. J. (ed.), *International Encyclopedia of Marriage and Family Relationships* (2nd Ed.). New York: Macmillan Reference USA.

#### **JOURNAL ARTICLE REVIEWS**

- The relationship between forgiveness, health and happiness among French people living with HIV.* AIDS and Behavior, Fall, 2022.
- Forgiveness, Rumination, and Depression in the United States and Korea: A Cross-Cultural Mediation Study.* Journal of Clinical Psychology, Spring 2021.

#### **INVITED PRESENTATIONS**

- Neal, K.L, 2010. *Early interventions with young children*, lecture presented at Kharkov #1 Babyhouse in Kharkov, Ukraine.
- Neal, K.L, 2010. *Behavioral therapies with young children*, lecture presented at Kharkov #1 Babyhouse in Kharkov, Ukraine.
- Neal, K.L. 2009. *Child development: Historic foundations to current trends in the research*, talk presented to the Council for Children's Rights, Charlotte, NC.
- Neal, K. L. 2009. *Autism spectrum disorder*, lecture presented at Kharkov #1 Babyhouse in Kharkov, Ukraine.
- Neal, K. L. 2008. *Child psychology: The development of the whole child*, lecture presented at Institute of Children and Juveniles Health Protection of the AMSU, Kharkov, Ukraine.

Neal, K. L. 2008. *Developmental assessments for young children*, lecture presented at The Ukrainian Research Institute of Children and Adolescents Health Care, Kharkov, Ukraine.

Neal, K. L. 2008. *Developmental interventions for young children*, lecture presented at The Ukrainian Research Institute of Children and Adolescents Health Care, Kharkov, Ukraine.

### **DIRECTED STUDENT WRITING USED TO EXPAND KNOWLEDGE BASE OF PEDIATRIC PROFESSIONALS IN UKRAINE**

Davis, C. 2017. *The impact of chronic pain on children's psychological development: A review of the literature*. Advanced independent research for Psychology credit.

Frizzell, L. 2016. *The impacts of childhood cancer on development*. Advanced General Psychology capstone project.

Holder, R. 2016. *Interventions to prevent distress in children undergoing immunizations: A review of the literature*. Advanced General Psychology capstone project.

Trammel, Z. 2016. *Explanation and key for pediatric early intervention flowchart: Procedural information review*. Human Service Studies Senior Capstone Project.

Wiley, B. 2016. *Get started the right way: Services for special needs children in the school system*. Directed readings.

Williams, A. 2016. *Improvement in auditory processing disorder diagnosis*. Advanced General Psychology capstone project.

### **ROGERS SUMMER INSTITUTE FOR RESEARCH AND CREATIVE WORK MENTOR**

Sosa-Garnica, D. 2023. Exploring Child Parentification of two generations of Mexican-immigrant families. Poster presentation, Rogers Summer Institute

### **HONORS THESES ASSISTANCE**

Holder, R. 2015. *The educational implications of Cystic Fibrosis in children and adolescents*. Johnson, N., advisor, Clark, C. & Neal, K., committee members & Henderson, S., honors program director.

Velazquez, N. 2015. *Let's kick it together! A program to reduce adolescent self-harm*. Neal, K., advisor, Clark, C. committee member, & Henderson, S., honors program director.

### **DISSERTATION WRITING ASSISTANCE**

Bowers, D. 2021. *Health outcomes in individuals working with trauma survivors: An*

*overview of job-related stress reactions in child protective services social workers.*

## **AWARDS AND HONORS**

President's Award, National Organization of Human Services, 2009

Graduate Research Assistantship, George Mason University, 2002-2003

Graduate Teaching Assistantship, George Mason University, 2000-2002

Graduate Assistantship, University of Tennessee, 1982-1983

## **COMMUNITY SERVICE**

*Volunteer Coordinator for Oakland Baptist Church, Family Promise of York County*, Rock Hill, SC, 2018-2022

*Member, Restore child development professional development group*, Charlotte, NC, 2017-2019

*Conference Administrator, Metrolina Early Childhood Collaborative*,  
Conference title: *Moving the dial: Collaborating for the inclusion of all children*. Charlotte, NC, 2017

*Metrolina Early Childhood Collaborative Member*, Charlotte, NC, 2016-2018

*Volunteer Staff, Head Start*, Clover, SC, 2016-2018

*Textbook Reviewer*, Rowman & Littlefield Publishing Group, 2016. For Glicken, M.D.A *Guide to Writing for Human Service Professionals* (2nd Edition)

*Human Services Technology Advisory Board Member*, Central Piedmont Community College, 2006–2014, 2016

*International Trip Coordinator*, Charlotte, NC and Charleston, SC with Ukrainian Pediatrician Dr. Andre Penkov, 2015

*Treasurer, Board of Directors, OrphanBaby*, 2007-2014

*Advisory Committee Member, Ready to Learn, Ready Health*, Council for Children's Rights, Charlotte, NC, 2011

*National Vice President, Tau Upsilon Alpha Honor Society for the Human Services*, 2009 – 2011



*National Membership Chairman, Tau Upsilon Alpha Honor Society for the Human Services, 2007-2009*

*North Carolina State Co-Representative, Southern Organization of Human Services, 2007-2008*

*Ft. Bragg School Board Member, Ft. Bragg, North Carolina. 1998-1999*

*Marital and Family Counselor, Family Life Center, Ft. Bragg, North Carolina, 1989-1991. Counseled individuals, couples and families.*

*Parenting Instructor, American Red Cross, Social Work Service, Womack Army Community Hospital, Ft. Bragg, North Carolina, 1988-1990. Co-developed and co-taught course "Parenting Young Children."*

*Family Friends Volunteer, Army Community Services, Ft. Sill, Oklahoma, 1983-1984. Educated and counseled high-risk mothers and newborns.*

*Graduate Student Volunteer, Child and Family Services, Knoxville, Tennessee, 1983. Developed and implemented a guidance program for school aged children whose parents were part of a Parents Anonymous group*

*Undergraduate Practicum as Day and Weekend Houseparent, Youth Emergency Shelter, Morristown, Tennessee, 1982. Served as day and weekend houseparent in shelter that provided emergency foster care for children aged birth through 17 years. Assisted in individual and group counseling services. Attended family court hearings. Aided children in transition to new care situations. Lead recreational activities. Helped older children and teens with schoolwork and self-care and provided physical care for young children*

## **QUEENS UNIVERSITY OF CHARLOTTE SERVICE**

*Royal Freshman Advisor, 2022-present*

*Faculty Representative, Admissions Open House, 2006-present*

*Internship and Career Committee Member, 2010-present*

*College of Arts and Sciences Personnel Committee Member, 2018-2019, 2021-present*

*Faculty Advisor, CRU (Campus Crusade for Christ, International), 2015-2019*

*College of Arts and Sciences Personnel Committee Alternate, 2017*

*Faculty Appeals Committee Member, 2014-2017. Chair of Committee, 2015-2016*

*Faculty Advisor*, Tau Upsilon Alpha Honor Society for Human Services, Tau Chapter, 2007-2016

*Blair College of Health Resource Committee Chair*, 2013-2015

*Academic Search Committee Member*, Dean of Hayworth College Position, 2013

*Blair College of Health Curriculum Committee Member*, 2010-2014

*Academic Search Committee Member*, Dean of Blair College of Health Position, 2011

*Academic Search Committee Chair*, Human Service Studies Professor Position, 2010

*Academic Search Committee Chair*, Sociology Professor Position, 2009

*Faculty Athletics Committee Member*, 2007-2010

*Faculty advisor*, Human Services Club, 2006-2013

*Hayworth Curriculum Committee Member*, 2006-2009

*Faculty Representative*, United Way Campaign, 2006

#### **SERVICE AS UNIVERSITY STUDENT**

*Graduate Student Representative*, Developmental/Biopsychology/School Psychology Faculty Meetings, George Mason University, 2001

*Member*, Kappa Omicron Phi Honor Society of Home Economics, Carson-Newman University, 1980, Chapter President, 1981-1982.

*Member*, Psi Chi Honor Society of Psychology, Carson-Newman University, 1981

*Burnett Dormitory President*, Carson-Newman University, 1980-1981

*Peer Counselor*, Carson-Newman University, 1979-1981

#### **PROFESSIONAL MEMBERSHIPS**

American Psychological Association, Divisions (7) Developmental Psychology and (2) Teaching of Psychology

National Association for the Education of Young Children

Society for Research in Child Development

National Council on Family Relations

### **CONFERENCES RECENTLY ATTENDED**

*Lily Conference, International Teaching and Learning Cooperative, LLC,*  
Asheville, NC, August 2022.

*Centralina's Annual Aging Conference.* Virtually presented by Centralina Area Agency on Aging, Charlotte, NC. October 2021.

*Youth Leadership Forum on Disability Rights, South Carolinas.* Virtually presented by ABLE, July 25-30, 2021.

*Mental Health 101: Minority Report.* Virtually presented by Centralina's Area Agency on Aging, July 29, 2020.

*The National Research Conference on Early Childhood.* Presented by the Administration for Children and Families, Arlington, VA, June, 2018.

*Racial Equity Workshop (Building Equitable Systems, Phase 1).* Presented by Race Matters for Juvenile Justice, Charlotte, NC, May, 2018.

### **TEACHING INTERESTS**

Human Development, Family Relationships, Parenting, Families as Systems, Capstone, Infant and Child Psychology, Adolescent Psychology, Lifespan Development, Social Advocacy, Cross Cultural Child and Family Studies, Developmental Assessments for Young Children, Mentoring Internship Experiences, Service Learning

### **RESEARCH INTERESTS**

Creating policy to better the lives of children and families based on systemic developmental research, social and emotional development, moral development, parenting relationships throughout the lifespan, military families, the development of forgiveness, evidenced based teaching and learning processes in human development, family studies and psychology

### **PERSONAL INTERESTS**

Volunteer work, traveling, snorkeling, historical interior design and architecture, cooking, going to movies, live music