

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

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EDUCATION

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

ACADEMIC POSITIONS HELD

- 2018-Present Teaching faculty and Senior Academic Program Developer**
Graduate School of Leadership and Change, Antioch University
- 2016-18 Vice President for Student Affairs**
Antioch University Seattle
- 2015 Provost/COO (*Interim*) and VP for Student Affairs**
Antioch University Seattle
- 2008-2014 Associate Academic Dean and Dean of Students**
Antioch University Seattle
- 2008-2012 Special Assistant to the Vice Chancellor for Academic Affairs**
Antioch University
- 2007-2008 Lead Faculty, First People's Graduate Programs in Creative Change**
Muckleshoot Tribal College
- 2005-2007 Director, Center for Creative Change**
Antioch University Seattle
- 2002-2004 Director, Center for Community and Professional Learning**
Antioch University Seattle
- 2000-2005 Core Faculty, M.A. in Organizational Psychology**
Antioch University Seattle
- 1998-2000 Adjunct Faculty, Psychology Department**
Antioch University Seattle
- 1994-2007 Affiliate Assistant Faculty, School of Social Work**
University of Washington
- 1981-91 Affiliate Faculty**
University of Alaska Southeast (Campus and Lemon Creek Correctional Facility)

LEADERSHIP FOR SERVICE POSITIONS

- 1991-Present Organizational Consultant**
<http://organizationaltraumaandhealing.com/shana-hormann-consulting>
- 1995-2000 Associate Superintendent**
Department of Social and Health Services Echo Glen Children's Center
- 1991-95 Program Manager**
Department of Social and Health Services Echo Glen Children's Center
- 1990-91 Director, Counseling Center**
University of Alaska Southeast
- 1983-91 Private Practice: Counseling, Consultation and Training, Juneau, AK**
- 1989-90 Coordinator, Family Services Program**
Tongass Community Counseling Center
- 1988-89 Supervisor, Adult Mental Health Unit**
Juneau Community Mental Health Center
- 1984-87 Hospice Social Worker**
Hospice of Juneau
- 1982-83 Researcher, Writer and Co-Producer, *Domestic Violence in Alaska***
Three Pence Productions
- 1982 Child Sexual Assault Program Monitor**
Governor's Council on Domestic Violence and Sexual Assault
- 1981 Domestic Violence and Sexual Assault Program Coordinator**
AWARE Shelter
- 1978-81 Program Associate**
Center for the Prevention of Sexual and Domestic Violence

PROFESSIONAL SERVICE

- 2018-19 Member**, University of the Rockies Ph.D. in Organizational Development and Leadership Dissertation Committee, Messina, Miguel. *Leadership Strategies to Prevent and Mitigate Organizational Trauma in Behavioral Health Systems.*
- 2016-17 Member**, Antioch University Ph.D. in Leadership and Change Dissertation Committee, Swogger, Roxanne. *Incarcerated Men and the Etiology of Intimate Partner Violence.*
- 2016 Member**, Antioch University Seattle Psy.D. Dissertation Committee, Doehne, Bryce. *Supporting Student Veterans Utilizing Participant Curriculum Development.*
- 2008 Member**, Antioch University Ph.D. in Leadership and Change Dissertation Committee, Gutierrez, Raquel Dolores. *Life-Affirming Leadership: An Inquiry into the culture of social justice.*

PUBLICATIONS

- 2018 Hormann, S. (2018). "Exploring Resilience: in the Face of Trauma" in *Humanistic Management Journal*. <https://doi.org/10.1007/s41463-018-0035-0>
- 2018 Vivian, P., Hormann, S., Murphy-Kangas, S., Cox, K., Tilsen, B. (2018). "Practicing OD for Social Justice" in D.W. Jamieson et.al. (eds.), *Enacting Values-Based Change*, Palgrave Macmillan, Cham, Switzerland. Chapter 12, p. 169-187.
- 2017 Hormann, S., and Vivian, P. (2017). "Organizational Trauma in University Settings" in Mohan, J. (Ed.), *Emerging Contours in Excellence*, Panjab University, Chandigarh, India, pp. 170-180.
- 2017 Vivian, P., Cox, K., Hormann, S., and Murphy-Kangas, S. (2017). "Healing traumatized organizations" in *The OD Practitioner*, Vol. 49 (4): 45-51.
- 2017 Hormann, S. and Vivian, P. "Intervening in Organizational Trauma: A Tale of Three Organizations," in Tirmizi, S.T. and Vogelsang, J. (Eds.). *Leading and Managing in the Social Sector*, Springer Publishing, Chapter 11, p. 175-189.
- 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.resource-sharingproject.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, 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: 2000-2019

- *“We Will Survive!: Building Resiliency and Sustainable Dynamics in Your Organization,”* North Carolina Victims Assistance Network, September 2019.
- *Addressing Conflict and Building Resilience*, U.S. Department of the Interior, Office of the Special Trustee for American Indians, June 2019.
- *Building Resilience in a Changing World*, Ethics and Ethos Conference, June 2019.
- *From Organizational Trauma to Organizational Resilience*, RISE UP: Community Action Region X Conference, April 2019.
- *Building Resilience*, Olympic Educational Service District, January 2019.
- *Sharing Truths, Honoring Community*, The Evergreen State College, May 2018.
<http://www.evergreen.edu/calendar/event/2018-05-11/sharing-truths-honoring-community>
- *From Organizational Trauma to Organizational Resilience*, University Risk Management and Insurance Assoc (URMIA), San Diego, May 2018.

- *Resilience in the Face of Organizational Trauma*, International Humanistic Management Conference, Seattle, October 2017.
- *Leading and Intervening in a Traumatized Organization*, 8th Annual Domestic Violence Symposium, Seattle, September 2017.
- *Secondary Trauma and Organizational Trauma*, "In Harm's Way: A conference on secondary trauma," Geminus Community Partners and Indiana Department of Child Services, April 2017.
- *Organizational Trauma and Healing*, WA State Coalition Against Domestic Violence (WSCADV) New Director's Conference, February 2016.
- *Leading With No Answers*, International Leadership Association, Barcelona, Spain, October 2015.
- *Building Organizational Resilience*, Muckleshoot Tribal College, Auburn, WA, September 2015.
- *Creating and Sustaining Healthy Leaders and Healthy Organizations*, Missouri Coalition Against Domestic and Sexual Violence, September 2015.
- *Organizational Trauma in the Military*, Panel Presentation, International Leadership Association, San Diego, CA, November 2014, and Antioch University, February 2015.
- *Creating and Sustaining Healthy Organizations and Healthy Leaders*, Alaska National Guard, December 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.
- *Community Building*, Casa Verde, Limon 2, Nicaragua, May 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 OD 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 Hormann, S. 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, Governor's Council on Domestic Violence and Sexual Assault, Three Pence Productions, Juneau, AK. |

AWARDS

- 2013 *Catalysts of Collaboration Award*
Antioch University Seattle
- 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 Admin Statewide Juvenile Female Offender Oversight Committee (Chair)
- 1998 *WA State Department of Social and Health Services 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)
- 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 *National Association of Social Workers Gold Card Award*
Alaska Chapter, National Association of Social Workers
- 1983 *Social Worker of the Year Award*
Juneau Chapter

REFERENCES: Available upon request