

THOMAS F. CAPSHEW, J.D., Ph.D.

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ORGANIZATIONAL DEVELOPMENT SPECIALIST

Creative and respectful leader of projects and personnel. Over twenty years experience focusing on both process and results with the ability to conceptualize, analyze, implement, and evaluate programs.

SELECTED SKILLS AND ACCOMPLISHMENTS

ANALYZING DATA AND SITUATIONS

Developed a legal strategy for a state Department of Transportation

- Analyzed existing case law
- Collected information on the scope of the problem
- Met with technical experts and policy makers
- Drafted statewide strategy for trial attorneys
- Monitored trials and handled appeals of cases related to strategy
- Drafted briefs and presented argument on the issue to the Supreme Court of Florida

Results: The Supreme Court of Florida ruled 7-0 in favor of my strategy and my client, saving an estimated \$660,000.000.00 for my client.

INITIATING ACTION

Developed and implemented a program that provided support services to school children of divorcing parents

- Consulted with decision makers in the judicial system, the school system, and the higher education system
- Developed a strategy for providing services at no additional cost to the systems
- Trained personnel to interview stakeholders and collect data
- Evaluated level of training and expertise available from support staff
- Wrote training manual and resource guide and conducted training for front-line personnel
- Completed project on time and on budget
- Consulted with personnel on project after implementation

Results: A service was provided to children in need with no additional cost to the systems providing the service and no additional personnel costs.

MANAGING PROJECTS AND CONFLICTS

Developed and implemented state-wide guidelines for parenting courses in the State of Florida

- Generated a list of all providers of parenting courses in the state
- Collected curricula from providers and analyzed the content
- Managed budget and supervised staff
- Developed state-wide guidelines for parenting courses
- Psychometrically developed and tested a pretest / posttest for evaluation of courses
- Wrote a final report outlining the project and proposed guidelines

Results: The Supreme Court of Florida accepted the final report and adopted the guidelines without revision. These guidelines became the standard for parenting courses in the State of Florida.

EDITING / PROOFREADING

Submitted a manuscript to an academic journal for publication

- Assisted in the drafting of original manuscript
- Revised content of the original manuscript which was rejected by first journal
- Reviewed submission requirements of second journal targeted for submission of revised manuscript
- Edited and proofread revised manuscript to ensure no typographical errors
- Submitted revised manuscript to second journal
- Completed project on time

Results: Revised manuscript was accepted by second journal without revision and without any proofreading corrections.

WRITING CONCISE BRIEFS AND REPORTS

Over a three year period, drafted, edited, and submitted 93 legal briefs to the appellate courts in Florida

- Organized, reviewed, and researched the facts and law for each case
- Consulted with client and supervising attorney on strategy
- Chose the most persuasive arguments to present
- Drafted arguments in favor of my client, anticipating and addressing arguments in opposition to our position
- Revised, edited and proofread all 93 briefs prior to filing with the appeals court
- Persuaded three-judge panels during oral argument of cases

Results: The Department of Transportation, State of Florida won 83% of the cases assigned to me.

SPEAKING IN PUBLIC

Conducted statewide training for Circuit Court (trial court) judges in Florida

- Researched the effects of divorce on children
- Developed content and handouts for effects of divorce on younger children
- Developed content and handouts for effects of divorce on adolescents
- Organized two 90 minute presentations, one for each age group
- Presented information in interactive format to over 100 judges
- Fielded questions and comments during question and answer period

Results: The judges attending this statewide training received current detailed information about the effects of divorce on children of various ages which several indicated would improve their decision making in divorce cases.

PROFESSIONAL EXPERIENCE

- Polk County Fathers and Families Coalition**, Des Moines, IA **June 2006 – September 2006**
Program Implementation Manager of the Fatherhood Initiative
This four month position developed assessment tools, intake forms, community linkages and funding leads for a new fatherhood program designed to provide support to fathers interested in developing and maintaining a positive relationship with their children and the mother of their children. The responsibilities also included developing a budget and hiring staff to provide direct client services.
- University of Northern Iowa**, Department of Social Work, Cedar Falls, IA **1999 - 2005**
Assistant Professor
Taught social work and general education courses to undergraduate and graduate students; conducted research; produced scholarly works; served on university, college, and department committees; and served the community.
- Telephone Counseling and Referral Service**, Tallahassee, FL **1998 - 1999**
Clinical Director
Supervised staff and volunteers, established clinical policies, and maintained quality of service for four telephone services including a 24 hour crisis and information and referral hotline and a statewide pregnancy and infant care information line.
- Office of the State Courts Administrator**, Parenting Course Evaluation Project, Tallahassee, FL **1998**
Project Director, (Contract position)
Directed a statewide project that evaluated the curricula of court approved parenting courses for divorcing parents. Developed minimum curriculum standards for parenting courses in Florida, developed and psychometrically tested the Parenting Course Evaluation Instrument, and produced a final report. Established a research agenda and timetable, developed qualitative analysis of parenting course curricula, developed and administered mail-out surveys for judges and providers, conducted focus groups, and supervised staff.
- Leon County Circuit Court**, Children and Divorce Project, Tallahassee, FL **1995 – 1997**
Project Director, (Contract position)
Coordinated a project to create age-appropriate curricula in schools for children of divorcing parents. The project is a joint effort between the judicial system, the public school system, and the Florida State University School of Social Work. Trained and guided graduate and undergraduate social work students to interview school guidance counselors and inventory current resources and interventions in the public school system, evaluate to develop standardized age-appropriate curricula, trained guidance counselors and social workers to administer the curricula, and conducted a program evaluation.
- Office of the General Counsel**, State of Florida, Dept. of Transportation, Tallahassee, FL **1990 – 1993**
Senior Attorney
Appellate attorney handling appeals concerning the Department throughout the state, including all District Courts of Appeal and the Florida Supreme Court. Substantive areas of law included eminent domain, contract, administrative law, and personal injury.

EDUCATION

- Doctor of Philosophy in Social Work**, Florida State University, Tallahassee, FL **1998**
Dissertation Title: "Predictors of Successful Petitions for Injunction in Intimate Violence Cases."
- Master of Social Work**, Florida State University, Tallahassee, FL **1995**
- Doctor of Jurisprudence**, Indiana University School of Law, Bloomington, IN **1986**
- Bachelor of Arts in Psychology**, Indiana University, Bloomington, IN **1979**

UNIVERSITY ACTIVITIES

- Multicultural Coordinating Council**, University of Northern Iowa, Cedar Falls, IA **2002 - 2005**
Member, (university-wide committee)

PUBLIC / COMMUNITY SERVICE

- Member, Deaconate, United Church of Christ, Reinbeck, IA **2005 - 2006**
- Member, Cedar Valley Critical Incident Stress Management Team, Waterloo, IA **2002 - 2006**

HONORS / AWARDS

- Nominated, Graduate Teaching Award, University of Northern Iowa, Cedar Falls, IA **2005, 2003**
- Nominated, Award for Commitment and Service to African Americans and Other Minority Communities Social Action Inc., Waterloo, IA **2003**
- Davis Productivity Award, State of Florida **1993**