

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.

PROFESSIONAL SKILLS DEMONSTRATED

- Training / Coaching
- Conflict Management / Resolution
- Project Management
- Leadership
- Critical Thinking
- Analyzing
- Relationship Building
- Bargaining / Negotiation
- Policy Conception / Management
- Oral and Written Communication
- Public Speaking
- Process and Results Orientation
- Personal Integrity

CAREER ACCOMPLISHMENTS

The following have been demonstrated with thorough consistency as career successes

The development of a legal strategy for a state Department of Transportation

The development and implementation of a program that provided support services to school children of divorcing parents

The creation of state-wide guidelines for parenting courses in the State of Florida

The drafting, editing, and submitting of 93 legal briefs to the appellate courts in Florida over a three year period

The submission of manuscripts to academic journals for publication

The conduct of a statewide training for Circuit Court (trial court) judges in Florida

EDUCATION

1998

Doctor of Philosophy in Social Work,
Florida State University, Tallahassee, FL
Track: Direct Practice
Dissertation Title: "Predictors of Successful Petitions for Injunction in Intimate Violence Cases."

1995

Master of Social Work
Florida State University, Tallahassee, FL
Track: Clinical

1986

Doctor of Jurisprudence
Indiana University School of Law,
Bloomington, IN

1979

Bachelor of Arts in Psychology Indiana
University, Bloomington, IN

PROFESSIONAL EXPERIENCE

1999 -2005

University of Northern Iowa,
Department of Social Work
Cedar Falls, IA
Assistant Professor

1998 - 1999

**Telephone Counseling and Referral
Service**
Tallahassee, FL
Clinical Director

1998

**Office of the State Courts
Administrator,** Parenting Course
Evaluation Project, Tallahassee, FL
Project Director (Contract position)

1995 - 1997

Leon County Circuit Court, Children
and Divorce Project, Tallahassee, FL
Project Director (Contract position)

1990 – 1993

Office of the General Counsel, State of
Florida, Dept. of Transportation
Tallahassee, FL
Senior Attorney