Professional Vitae

***Rick Butt, MSW***

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**Skill Summary**

* Proven management and leadership abilities
* Program and policy development
* Staff training and development
* Strong analytical and critical thinking
* Ability to organize, prioritize and complete work timely and accurately
* Build and foster collaborative relationships with management & community partners
* Excellent written and communication skills; including grant writing and contract development

**Key Accomplishments**

* Expanded the Child Welfare Training and Advancement Program (CWTAP) by 100%
* Developed, implemented, and supervised Residential Services Teen Specialty Unit
* Co-Developed, implemented and supervised Foster Youth Services Program
* Directed the successful development and implementation of a normalcy protocol for foster youth
* Implemented a statewide youth advisory board – Passion to Action
* Directed and implemented the Foster Care to 21 program
* Successfully implemented the National Youth in Transition Database (NYTD) for Washington State

**Education**

* Master of Social Work, San Diego State University, San Diego, CA (1999)
* Bachelor of Education, Memorial University of Newfoundland, St. John's, NL Canada (1991)
* Bachelor of Arts, Memorial University of Newfoundland, St. John's, NL Canada (1988)

**Professional Experience**

**2014 - Present** **Director, Child Welfare Training and Advancement Program (CWTAP), University of Washington Tacoma**

Duties: Responsible for the overall development, coordination, and administration for CWTAP at the UWT including the CWTAP DCYF Child Welfare Program field offices in Tacoma, Puyallup, Lakewood, Tumwater, Bremerton and Shelton; Supervises CWTAP staff consisting of the program coordinator and field instructors; Oversees CWTAP communication and provides instruction and consultation to the field instructors and program coordinator regarding CWTAP operations, policies and procedures; Responsible for the development and implementation of a yearly plan for recruitment, application, selection and retention of CWTAP students; Monitor budget and program expenditures; Assist in the development of the annual CWTAP plan and budget negotiations with the Alliance and Children’s

Administration; Work with CWTAP program manager in preparation of any quarterly and annual reports; Serve as a liaison between DCYF Child Welfare Program and UWT CWTAP; Explore, develop and promote collaborative partnerships with DCYF and the community; Assist students with the integration of theoretical knowledge, classroom experience, and current best practice.

**2013 - 2014** **Regional Alliance Director, Alliance for Child Welfare Excellence, University of Washington Tacoma**

Duties: Supervised and directed work for a team consisting of child welfare trainers, practice coaches and CWTAP staff; Directly responsible for decisions on management, supervision, staffing, and expenditures within assigned region; Worked collaboratively with social work program faculty regarding the education of CWTAP students; Oversight of assessment and evaluation of all regional alliance activities, Created regional reports related to training and education, and maintained attendance records and training calendars; Overseen the regional expenditures for the Alliance in collaboration with the Director of the Social Work Program and the Statewide Alliance Director; Represented regional needs and interests to Statewide Alliance team and actively collaborated with all Alliance partners; Held membership in and provided support for regional advisory group; Communicated with foster parents, other caregivers, foster parent organizations, community partners, and tribes regarding training needs in the region.

**2005 - 2013** **Adolescent Program Manager, Department of Social & Health Services, Children’s Administration, Washington**

Duties: Manage state and federal funded adolescent programs encompassing multi-million dollar budgets; Successful implementation and ongoing management of the National Youth in Transition Database for WA state; Responsible and accountable for the coordinated management of multiple projects directed toward strategic business and organizational objectives; Develop, negotiate, and manage multiple contracts with community partners and tribes; Implementation and management of the Statewide Youth Advisory Board Passion to Action which provides input to Children’s Administration on policies and best practices; Conduct bill analysis during legislative sessions and make recommendations on proposed legislation including giving testimony; Lead cross-functional teams and collaborate with stakeholders to enhance existing services, identify service gaps, and develop new services and programs; Collaborative management with stakeholders across multiple levels of judicial, legislative and executive branches; Develop, implement or revise program and procedural policies statewide; Develop marketing and promotional materials for targeted audiences; Directed and implemented Foster Care to 21 program.

**2001 - 2005** **Supervisor, Health & Human Services Administration, County of San Diego**

Duties: Hired, developed and built a high performing team; Developed, implemented, and supervised the Teen Specialty Unit; Co-developed Foster Youth Services to track and collect education credits for foster youth; Planned, organized, assigned, and reviewed quality of team’s work; Conducted quarterly retreats for teambuilding to increase morale and productivity; Wrote performance evaluations and administered performance improvement plans; Provided team with career development and advancement opportunities; Conducted job description analysis for various positions within agency; Established collaborations with community partners and judicial system to improve service delivery.

**1994 - 2001** **Senior** **Protective Services Worker, Health & Human Services Administration, County of San Diego**

Duties: Served as team lead providing consultation, guidance and team support; Investigated child abuse and neglect allegations; Provided crisis intervention services to parents, children and adolescents; Preformed needs assessments for individuals and families; Developed case plans and performed case management tasks; Prepared reports and recommendations to the Courts; Performed supervisory duties in the absence of or direction of the supervisor.

**1993 - 1994** **Benefit Analyst, Health & Human Services Administration, County of San Diego**

Duties: Interviewed applicants and determined eligibility for program assistance; Interpreted eligibility regulations; Collected and entered data into system database; Developed training curriculum for future hires.

**1988 - 1993** **Social Worker, Ministry of Social Services, British Columbia, Canada**

Duties: Investigated child abuse and neglect allegations; Provided crisis intervention services to parents, children and adolescents; Preformed needs assessments for individuals and families; Developed case plans and performed case management tasks; Prepared reports and recommendations to the Courts.

**Volunteer Experience**

**2014-2016** Youth at Risk of Homelessness (YARH) Advisory Board

**2010-2011** Supervisor of AmeriCorps student, Seattle WA

**2007-2008** Practicum Advisor – University of WA, Seattle, WA

**2001-2005** Field Instructor – San Diego State University, San Diego, CA

**1989-1992** Vice-President – Big Sisters of Central Fraser Valley, British Columbia, Canada

**Service**

* UWT Search Committee Chair for 2 faculty hires, 2019-2020
* School of Social Work & Criminal Justice (SSWCJ) Professional Standards Committee, since 2018
* SSWCJ Faculty Participant, Hooding Ceremony, since 2014
* SSWCJ Scholarship Committee Chair, 2020, 2021
* UWT Social Work Division meetings, since 2014
* UWT Social Work MSW Admission Committee (2015, 2016, 2017, 2020)
* Social Work Program, Student Admission Review panel, since 2013
* Regional Advisory Board for Region 5 & 6 Alliance for Child Welfare Excellence, since 2013

**Courses Taught**

* T SOCWF 404 – Diversity and Social Justice – Spring 2018
* T SOCW 524 – Foundation Practicum (Introduction) Spring 2017

**Trainings**

* Race: The Power of an Illusion (2019-2021)
* Pregnant and Parenting Youth in Foster Care (2015-2019)
* Supporting Foster Adolescents in Their Journey to Self Sufficiency (2005-2013)
* Supporting Foster Adolescent in the Education Pipeline- National Governor’s Association Learning Lab (November 16 -18, 2010)
* Working with Adolescents: Understanding your Responsibilities – e learning for Alliance for Child Welfare Excellence (December 2013)
* Education and Well-Being: Understanding your Responsibilities - e learning for Alliance for Child Welfare Excellence (December 2013)
* Extended Foster Care (June 2013)
* Ice- Breakers and Team Building – Building an effective team – Presentation to Make It Happen mentors –
* National Youth in Transition Database (NYTD) (November 8, 2011)
* Positive Youth Development - Supporting Foster Adolescents in their Journey to Self Sufficiency (May 28, 2013)
* Working with adolescents (2007-2013)
* 4 day adolescent track training (2011-2013)
* “Got Teens ?” training to caregivers (2008-2013)
* Words can Hurt or Heal (2011-2013)

**Curriculum and Training Development:**

* Developed and trained a four-day intensive adolescent track training (2010-2012)
* Education and Well-Being: Understanding your Responsibilities – an e learning for Alliance for Child Welfare Excellence (December 2013)
* Working with Adolescents: Understanding your Responsibilities – an e learning for Alliance for Child Welfare Excellence (December 2013)

**Guest Lecturer Presentations:**

May 9, 2013 **Topic: Supervision and Leadership in Public Child Welfare**

TSOCW 543 A, University of Washington Tacoma

November 21, 2013 **Topic: Understanding Public Child Welfare**

TSOCW 512A and B, University of Washington Tacoma

May 15, 2014 **Topic: Understanding Adolescents – Moving our future forward!**

TSOCW 427, University of Washington Tacoma

**Publications:**

Hohman, Melinda M., Butt, Rick L. (2001). **How Soon Is Too Soon? Addiction Recovery and Family Reunification.** Child Welfare, January/February 2001

Butt, Rick., Bacon, Zymatra. (2010). **Transitioning: Foster Care to Adulthood.** Fostering Families Today January /February 2010