

Marcella Benson~Quaziena, MSW, Ph.D.

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EMPLOYMENT HISTORY:

TEACHING:

Faculty

2000 to present

Fielding Graduate University
Santa Barbara, CA

Faculty Lead – Direct the Master’s program in Organizational Development and Leadership (ODL) Teach Master’s students using an online environment, in the Organizational Management and Development Program (OMD) in the School of Human and Organizational Development. Developed and teach Group Process and Team Dynamics, Research Skills & Methods, Self as a Leader of Change, Designing Best Practices and the Fielding Community, and OMD. Serve or have served on the Fielding University Board of Directors, Academic Senate Leadership Committee, Fielding Council; OMD committees; and the Steering Committee for completion of the 2000 Strategic Plan.

Faculty

2000 to present

Evergreen State College
Olympia, WA

Teach undergraduate students in a variety of liberal arts courses focused on in the area of human and organizational systems. Developed and teach The Authentic Self: Becoming an Instrument for Change, Building Organizational Capacity to Thrive, Group Dynamics, Making Change Happen, Community Practice and Digital Social Change, Holism and Health, Foundations of Well Being, Management and Leadership, Organization Development, Sport and Society and The Promise of Health. Serve or have served on governance committees for student athletes, diversity and prior learning from experience.

Diversity Consultant & Adjunct Faculty

2004 to 2009

Bainbridge Island Graduate Institute
Bainbridge Island, WA

Faculty to master’s students in the MBA program and the Certificate Program for Sustainable Business. Teach or have taught courses in Leadership and Personal Development, People and Teams, and Sustainability, Community and Social Justice. Provide Diversity Services to BGI students, faculty and administration.

Faculty

2001 to 2007

Capella University
School of Education and Professional Development
Minneapolis, MN

Faculty in the School of Education from 9/01 to 7/04 teaching Ph.D. students in Professional Studies, Educational Leadership, and Adult Learning and Instructional Design. Mentored PhD students and served as chair on dissertation and comprehensive exam committees as well as serving as a member of dissertation committees. Presented presentations on “Becoming Doctorial.” Designed and taught Action & Participatory Research, Societal and Social Change, Faculty Leadership, Intellectual Development and Learning across the Lifespan, Utilizing Contemporary Adult Learning to Enhance Teaching and Learning, Theory & Research Philosophy, and Research Methods. Served on the Diversity Committee

Professional Faculty

2000 to present

Gestalt Center of Organizational Systems and Development
Cleveland, OH

Chair of the Gestalt Center of Integrative Studies (a nine session - 18 months) training program in Organization and Systems Development as well as a faculty member for the Advance Group Track; Becoming A Better Intervener, Introduction to Gestalt; Advance Gestalt Coaching Workshop and the OSD Workshop Series training programs. Teach intensive training programs to managers, supervisors and consultants working in business, education, health care and non-for-profit organizations. Serve or have served on the leadership and program development committee. Honorary Fellow (2013); Lifetime Achievement Award (2015).

Core Faculty

2003 to 2012

National Training Laboratories (NTL)
Alexander, VA

Core faculty in the NTL Diversity Leadership Certificate Program (DLCP), a seven session (18 months) training program developed for professionals who desire to gain greater capacity for personal and professional effectiveness as an agent of change in diverse environments. The program targets leaders and facilitators who are charged with implementing organizational diversity initiatives and those individuals who wish to pursue professional development as a diversity practitioner.

Adjunct Faculty

1990 to 1999

Antioch University
Seattle, WA

Taught Diversity in the Workplace, and Cross Cultural Counseling, to students located in the Pacific Rim enrolled in the bachelor’s degree completion program.

Faculty

1981 to 1986

University of Florida
Gainesville, FL

Developed and taught a variety of course in the Department of Health and Physical Education. Taught adult students in Aerobic Dance, Bowling, Fencing, Yoga, Self Defense, and Weight Training to students enrolled in a bachelor’s degree program.

ADMINISTRATION & MANAGEMENT

- 1995 – 00 Deputy Director, National Court Appointed Special Advocate Association (CASA), Seattle, Washington
- 1994 - 95 Office Chief, Staff Development and Training, Department of Social and Health Services, Children’s Administration, Olympia, Washington
- 1990 - 94 Administrator, Department of Social and Health Services - Division of Juvenile Rehabilitation, Olympia, Washington
- 1993-02 Research Consultant, University of Washington School of Social Work, Seattle, Washington
- 1989 - 90 Therapist, ARIES Project, University of Washington School of Social Work, Seattle, Washington
- 1988 - 90 Cultural Relevancy Specialist, Ryther Child Center, Seattle, Washington
- 1987 - 88 Medical Social Worker/Intern, Odessa Brown Children's Clinic, Seattle, Washington
- 1986 - 87 Medical Social Worker/Intern, University of Washington Hospitals, Seattle, Washington
- 1980 - 81 Physical Education Instructor /Sophomore Girls Basketball Coach, West High School, Iowa City, Iowa

TRAINING AND CONSULTATION:

1990- Present Principal, The Benson-Quaziana Group, Seattle, Washington

- Gestalt Center of Cleveland, OH
- Washington Education Leadership Association, WA
- National Training Laboratories (NTL), VA
- Organization and Systems Renewal Graduate Program, Seattle WA
- Puget Sound Neighborhood Health Center, Seattle WA
- Teleos Leadership Institute, Elkins Park PA
- Colorado College, Denver CO
- Gray’s Harbor Community College, Gray’s Harbor WA
- Edmond Community College, Edmond WA
- Everett Community College, Everett WA
- Caliber Associates – OVC-TTAC, Fairfax VA
- FCC Services, Denver CO
- University of Washington Human Resources, Seattle WA
- Center for Disease Control, Atlanta GA
- Bainbridge Island Graduate Institute, Bainbridge Island, WA
- Ford Motor Company, Dearborn, Michigan
- EXCELL Foods, Spokane Washington
- Odessa Brown Children’s Health Clinic, Seattle WA
- Casey Family Program – Seattle WA
- Fireman Scholars Program, Boston MA
- Pride Foundation - Seattle, Washington

- Washington State Criminal Justice Training Commission, Seattle WA
- AIDS Issues in Communities of Color Leadership Institute, Seattle WA
- People of Color Against AIDS Network, Seattle WA
- AIDS Network and The University of Washington AIDS Training Project, Seattle
- Skills of Mediation, Victim Offender Mediation Program, Seattle WA
- Multi-Cultural Awareness Seminars, University of Washington
- Cross Cultural Mediation, Victim Offender Mediation Program
- Shanti-Community Training's on Grief, Loss and Dying

EDUCATIONAL HISTORY

The Fielding Institute
Santa Barbara, CA
Dates Attended: 1991 to 1996
Dissertation: "Respect and Fairness: Assessing the Diversity Culture of an Organization"

Degree Received:
Ph.D. Human and Organizational Systems (1996)
MA Organization Development (1993)

University of Washington
Seattle, WA
School of Social Work
Dates Attended: 1986 to 1988

Degree Received: MSW

University of Iowa
Iowa City, Iowa
Dates Attended: 1972 – 77 & 79 & 80

Degree Received:
MA Athletic Administration (1980)
BA Health and Physical Education (1977)

SPECIALIZED TRAINING

2003	Intercultural Communications	Intercultural Developmental Inventory Certification
2001	The Hay Group	Emotional Intelligence Certification
1998	Gestalt Institute of Cleveland	Organization & System Development Program Eighteen-month certificate program (1996-98) Advance Group Track (1999)
1997	Council on Accreditation of	Peer Reviewer Services for Families & Children
1996	Association for Psychological Type	MBTI (Meyer Briggs Type Indicator) Certification Training
1995	The Santa Barbara Gestalt Training Center NW	Gestalt Clinical Training Program Three year certificate program (1993-95)
1990	University of Portland	The Summer Institute for Intercultural Communication, Managing Multi-cultural Organizations

1990	University of Washington	Certificate Program in Human Services Management
1988	AIDS Education and Training	Advance AIDS Trainer Training Center
1988	National Training Laboratories	Workshops in Organizational Development (1987-88)
1987	Dispute Resolution Center	Mediation Training
1987	Shanti	Shanti Training on Grief Counseling

CONFERENCE PRESENTATIONS

“Gestalt OSD Application and Individual work”; “Gestalt OSD Application and Group Work”;
“Gestalt OSD Application and Leadership - Singapore China (2014)

“Applying a Gestalt Perspective to Consulting in Organizations: When Theory informs Practice”
Master Class - World OD Summit; 2010 Budapest Hungary

“OD and Social Justice – A Dialogue” OD Network National Conference; 2010

“Systems, Social Justice and Quadrant Identities Workshop” OD Network National Conference; 2006
- 2008

“Becoming a Better Intervener: a Gestalt and Systems Development Workshop” OD Network
National Conference; 2003 - 2010

“Diversity Training: Handling Trainees Reactions,” 10th National Staff Development and Training
National Conference, Washington, DC, 1997

“Diversity Training: Handling Trainees Reactions,” Advancing Child Welfare Through Training, The
6th Annual West Coast Child Welfare Trainers Conference, Portland, Oregon, 1996

“Practicum - Lead Consultant,” ODN National Conference, Seattle, Washington, 1995

“Women of Color and White Women Coming Together to Dialogue,” NODN National Conference,
Baltimore, Maryland, 1994

“Women and Culture,” Fourth Annual Conference on Women in Recovery, Keynote Presenter,
Leavenworth, Washington, 1994

“Cultural Competence in a Changing Demographic Environment,” American Planning Association,
Spokane, Washington, 1993

"Cultural Competence for the Adolescent Pregnancy Service Provider," Washington Alliance
Concerned with School Age Parents, Seattle, Washington, 1991

"Cultural Responsiveness, Assessing Your Agency," Alliance for Children Youth and Families, 1989

"Cultural Relevancy and the Issue of AIDS," National League of Nursing Conference, 1989

"Meeting the Psychosocial Needs," Confronting the Challenge of AIDS: Skills for the Human Service Professional, University of Washington Continuing Education Program, 1988-89

"Psychosocial Issues of HIV/AIDS," Seattle Public Schools, 1989

"Psychosocial Issues of AIDS," School of Nursing Department of Continuing Education, Bellevue Community College, 1989

"AIDS Training for the Paraprofessional," Home Care Association of Washington, 1989

" Women and AIDS", Women and AIDS Conference, University of Washington School of Nursing, 1988

"Aftercare in Residential Treatment," The Second Annual Empowering Families Conference, Charlotte, NC, 1988

"Beyond the Diagnosis: Psychosocial and Cultural Effects on the AIDS Patient," AIDS is the South Sound Ready? Western Washington Area Health Education Center, 1987

"Living Our Lives in Growing Orbit: Values and Beliefs in Intercultural Conflict Resolution," The Washington Mediation and Dispute Resolution Conference, 1987

PROFESSIONAL ORGANIZATIONS

➤ National Organization Development Network	➤ Black Child Development Institute
➤ Gestalt Center of Cleveland	➤ National Association of Social Work
➤ NTL - National Training Laboratories	➤ American Psychological Association
➤ International Gestalt Center	➤ WBCA – Women’s Basketball Coaches Association

PUBLICATIONS

Person, D., Benson-Quaziana, M. & Rogers, A.M. (2001) Female Student Athletes and Student Athletes of Color in M. F. Howard-Hamilton & S. Watt, (Ed.), Student Services for Athletes (pp. 55-64). San Francisco: Jossey-Bass.

Gardner, J. & Benson-Quaziana, M. (1997). Tribal CASA Programs, *The Connection, Fall*, 3-6.

Benson-Quaziana, M. (1996). *Respect and fairness: Assessing the diversity climate of an organization*. Dissertation., Santa Barbara, CA: The Fielding Institute.

Benson-Quaziana, M., Douvan, E., Ho, C., & Taira, S.Y. (1993). *A study guide: Structural inequality and diversity*.