

Nancy A. Rodenborg, MSW, MIA, PH. D.

Professor of Social Work

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Nancy Rodenborg has over 30 years experience in social work practice, teaching, and research on diversity and inequality. She has taught diversity and inequality courses to both MSW and BSW students, developed global education and diversity curriculum programs, and served on boards or commissions in community, nonprofit and educational settings. She was a leader in the development of a funded project with social work colleagues and The INTER-RACE Institute to increase MSW students' cultural competence by participating in facilitated, intentionally diverse dialogue. The MSW Dialogue Project has served over 400 students since 2005.

Dr. Rodenborg's scholarship explores the theory and practice of intergroup dialogue, cultural competence and inclusion. She has examined diversity and inclusion in a variety of contexts and is experienced at applying complex theory to help guide practical work on cultural competence in organizational settings. One of her recent articles explored how unconscious bias may affect social work cultural competence ("Aversive racism and intergroup contact theories: Cultural competence in a segregated world", *Journal of Social Work Education*, 2013; with Dr. Laura Boisen). Two additional articles examined the effectiveness of intergroup dialogue for cultural competence education ("Intergroup Dialogue pedagogy: Cultural competency and social justice education." *Journal of Social Work Education*, 2016. "Politics and religion: Influence on social worker attitudes about LGBT policies." *Sexuality Research and Social Policy*, 2017. Both articles with Dr. Adrienne Dessel, Program on Intergroup Relations, University of Michigan). Dr. Rodenborg has presented nationally on intentionally diverse hiring practices in social work higher education. She is co-principal investigator on a \$1,000,000 4-year (2016-2020) NSF grant to examine which organizational practices encourage STEM students to persist in college. Dr. Rodenborg also brings a passion for global understanding and cooperation to her work. She was a founding executive committee member of the award-winning *Social Work in a Latin American Context Mexico* consortium. This annual semester-abroad program in Cuernavaca, Mexico, received the *Partners in International Education* award from the *Council on Social Work Education* in 2006, and has served over 140 students from Augsburg and 22 other colleges since 2004. She has also led student educational groups to Norway and Namibia.