

Peter S. Hovmand, Ph.D.

George Warren Brown School of Social Work
Washington University in St. Louis
Campus Box 1196
One Brookings Drive
St. Louis, MO 63130
(314) 935-7968
phovmand@wustl.edu

Education

- 2003 Michigan State University, East Lansing, MI
Interdisciplinary Ph.D. in Social Science with Concentrations in Social Work and Psychology, Cognate in Feminist Philosophy/Women's Studies. Dissertation title: *Managing a prosecutor's office domestic violence caseload to increase assailant accountability: A system dynamics approach.*
- 1997 Michigan State University, East Lansing, MI
Master of Social Work, clinical concentration
- 1991 Bucknell University, Lewisburg, PA
Bachelor of Science and Bachelor of Arts in Electrical Engineering and Mathematics

Research interests

- Service delivery networks
- Organizational performance
- Male violence
- Implementation of evidence based practice
- System dynamics modeling

Teaching interests

- System dynamics
- Human diversity
- Research methods

Teaching positions

- 2003 - present Assistant Professor, George Warren Brown School of Social Work, Washington University in St. Louis. Human Diversity (S15-5015), Research Methods (S15-5005), Treatment Evaluation (S35-5000), and Designing Sustainable Policies and Programs (S40-5660).

- Summer 2003 Instructor, School of Social Work, Michigan State University. Applied Social Work Research: Survey and Field designs (SW832)
- Fall 2002 Field Instructor, School of Social Work, Michigan State University. Social Work Field Instruction: Organization and Community Practice I & II (SW894).
- Summer 2000 Instructor, School of Social Work, Michigan State University. Applied Social Work Research Design and Evaluation (SW831).
- Fall 1999 Instructor, School of Social Work, Michigan State University. Theories of Groups, Organizations and Communities in Social Work (SW810).
- Fall 1998 - Summer 1999 Instructor, School of Social Work, Michigan State University. Applied Social Work Research Design and Evaluation (SW832).

Publications

- Williams, J. H., Hovmand, P. S., & Bright, C. L. (in press). Overrepresentation of African American incarcerated for delinquency offenses in juvenile institutions. In A. R. Roberts & D. W. Springer (Eds.), *Forensic social work in juvenile and criminal justice: An evidence-based handbook*. Charles C. Thomas.
- Hovmand, P. S. (2003). Analyzing dynamic systems: A comparison of structural equation modeling and system dynamics modeling. In B. H. Pugesek, A. Von Eye, and A. Tomer (Eds.), *Structural Equation Modeling: Applications in Ecological and Evolutionary Biology Research*. Cambridge: Cambridge University Press.

Reports

- Hovmand, P. S. (1999, July). *HIV testing and sexual assault: Summary of Michigan counseling and testing site data from 1992 to 1997*. (Briefing report Vol. 2, No. 3). Violence and Intentional Injury Prevention Program, Institute for Children, Youth, and Families, Michigan State University.
- Hovmand, P. S. (1998, April). *Sexual assaults and vulnerable populations*. (Briefing report Vol. 1, No. 2). Violence and Intentional Injury Prevention Program, Institute for Children, Youth, and Families, Michigan State University.

Conference presentations

- Hovmand, P. S. and Gillespie, D. F. (2006, July). *Dynamics of Innovation Implementation in Social Service Organizations*. Paper presented at the International System Dynamics Conference, Nijmegen, Netherlands.

- Hovmand, P. S., Jonson-Reid, M., & Drake, B. (2006). *Cycling in child welfare service pathways*. Paper presented at the Society for Social Work Research, San Antonio, TX.
- Hovmand, P. S., Pollio, D. E., Knudsen, K., & McKean, B. (2005). *Modeling barriers to implementing evidence-based practice in community settings*. Paper presented at the American Public Health Association Annual Meeting, Philadelphia, PA.
- Hovmand, P. S. and Pitner, R. (2005, July). *Combining system dynamics, social networks, and geographic information systems*. Paper presented at the International System Dynamics Conference, Boston, MA.
- Hovmand, P. S., Jonson-Reid, M., and Drake, B. (2005, July). *Flows in the child welfare systems: A computational theory approach to developing numerical reference modes*. Poster presented at the International System Dynamics Conference, Boston, MA.
- Hovmand, P. S., Perron, B., and Proctor, E. (2005, January). *Getting evidence based practice to work within organizations: A system dynamics based meta-analysis*. Paper presented at the Society for Social Work and Research in Miami, FL.
- Hovmand, P. S. (2004, November). *Building bridges in everyday life: Seeing privilege and being accountable*. Workshop presented at Creating Change, St. Louis, MO.
- Hovmand, P. S. (2004, July). *Managing a prosecutor's domestic violence caseload*. Paper presented at the International Conference of the System Dynamics Society, Oxford, UK.
- Campbell, D. and Hovmand, P. S. (2004, July). *Is your organization collegiality-challenged? A case study demonstrating the effect of unconscious gender bias*. Paper presented at the International Conference of the System Dynamics Society, Oxford, UK.
- Hovmand, P. S., Post, L. A., and Maxwell, C. D. (2004, January). *Victim arrests as an unintended consequence of mandatory arrest domestic violence policies: Results from a system dynamics study*. Paper presented at the Conference of the Society for Social Work and Research in New Orleans, LA.
- Hovmand, P. S., Post, L. A., and Maxwell, C. D. (2004, January). *When does increasing assailant accountability and managing prosecution caseload conflict? A system dynamics approach using analysis of feedback loop dominance*. Poster presented at the Conference of the Society for Social Work and Research in New Orleans, LA.
- Hovmand, P. S., Post, L. A., and Maxwell, C. D. (2004, January). *Too busy to hold assailants accountable? Domestic violence caseload pressures in a rural prosecutor's office*. Poster presented at the Conference of the Society for Social Work and Research in New Orleans, LA.

- Hovmand, P. S. (2003, July). *Constructing numerical reference modes from sparse-time series*. Poster presented at the International System Dynamics Conference, New York, NY.
- Hovmand, P. S. (2003, March). *"Flight simulators" for social work*. Electronic poster presented at the Council on Social Work Education (CSWE) Annual Program Meeting, Atlanta, GA.
- Shafer, R., Rosen, H., and Hovmand, P. S. (2002, February). *How to increase student accountability in your campus community*. Workshop presented at the Association of Student Judicial Affairs International Conference, Clearwater, FL.
- Rosen, H. and Hovmand, P. S. (2002, January). *How to increase student accountability in your campus community*. Workshop presented at the Department of Justice Training Institute, Baton Rouge, LA.
- Hovmand, P. S. (2001, July). *Student accountability in your community: The SAC seminar*. Workshop presented at the Association for Student Judicial Affairs Circuit 6 Drive-in, Dayton, OH.
- Hovmand, P. S. (2001, November). *Coordinated Community Response Simulation (CCRSIM)*. Paper presented at the American Public Health Association 129th Annual Meeting, Atlanta, GA.
- Hovmand, P. S. (2001, November). *Effectiveness of court mandated referrals: A systems dynamics community model*. Paper presented at the American Public Health Association 129th Annual Meeting, Atlanta, GA.
- Hovmand, P. S. (2001, July). *Community Assessment Tool (CAT): An evaluation of websims for violence prevention*. Poster presented at the 19th International Conference of the System Dynamics Society, Atlanta, GA.
- Hovmand, P. S. & Ford, D. N. (2001, July). *Tower cranes in tall building construction: A systems dynamics model of resource allocation*. Poster presented at the 19th International Conference of the System Dynamics Society, Atlanta, GA.
- Grettenberger, S., Hovmand, P. S. and Perlstadt, H. (2000, November). *Social workers' involvement in program evaluation and data collection*. Paper presented at the American Public Health Association 128th Annual Meeting, Boston, MA.
- Hovmand, P. S. (2000, November). *Sexual assaults reported during HIV testing: Analysis of Michigan data, 1992-1997*. Paper presented at the American Public Health Association 128th Annual Meeting, Boston, MA.
- Hovmand, P. S., Grettenberger, S., Perlstadt, H., and Kent, J. (2000, November). *Generating and analyzing merged databases for assessing the unmet need of persons living with HIV/AIDS*. Poster presented at the American Public Health Association 128th Annual Meeting, Boston, MA.

- Hovmand, P. S., Perlstadt, H., Grettenberger, S., and Kent, J. (2000, November). *Diagnosing patterns of matches/non-matches and missing data when working with large merged databases*. Paper presented at the American Public Health Association 128th Annual Meeting, Boston, MA.
- Hovmand, P. S. (2000, August). *Domestic violence and court mandated batterer intervention: A community model*. Paper presented at the 18th International Conference of the System Dynamics Society, Bergen, Norway.
- Hovmand, P. S. and Levine, R. (2000, August). *Analyzing dynamic systems: A comparison of system dynamics and structural equation modeling*. Paper presented at the 18th International Conference of the System Dynamics Society, Bergen, Norway.
- Hovmand, P. S. and Levine, R. (2000, August). *The concept of change: A review of general system theory, chaos theory, and system dynamics*. Paper presented at the 18th International Conference of the System Dynamics Society, Bergen, Norway.
- Hovmand, P. S. (2000, May). *Sexual assaults reported at publicly funded HIV counseling and testing sites in Michigan, 1992-1997*. Roundtable at National Sexual Violence Prevention Conference, Dallas, TX.
- Schuiteman, J., Siebold, W., Hovmand, P. S., Rosen, H. and Busnardo, S. (2000, May). *Out of bounds: An anti-violence program for student athletes*. Paper presented at National Sexual Violence Prevention Conference, Dallas, TX.
- Levine, R., Hovmand, P. S., and Lounsbury, D. (1998, July). *Squeezed between two masters: The dynamics of an organization which interfaces both community and the academy*. Paper presented at the 16th International Conference of the System Dynamics Society, Québec City, Canada.
- Levine, R., Hovmand, P. S., and Lounsbury, D. (1998, July). *Urban modeling revisited: Psychological and social dynamics of a city which has to adjust to a large number of plant closings*. Paper presented at the 16th International Conference of the System Dynamics Society, Québec City, Canada.
- Grettenberger, S. & Hovmand, P. S. (1997, December). *Churches as a community resource*. Paper presented at Association of Research on Non-profit Organizations and Voluntary Action Annual Conference, Indianapolis, IN.

Research

- 2004-present *Investigator* with Melissa Jonsen-Reid (PI). Child Neglect: Cross Sector Service Paths and Outcomes (CSSPO). Developing state-flow analysis techniques for large-scale longitudinal analysis of cross-sector service utilization by neglected children and their families linking outcomes to cross-sector service pathways.

- 2004-present *Principal investigator* with Dr. Enola Proctor (Co-PI). Diffusion of Innovative Practices (DIP) Pilot. An exploratory study seeking to understand how administrators in mental health services see the organizational problems associated with implementing innovations such as evidence-based practices.
- 2004-2005 *Principal investigator*. RegionWise System Dynamics Pilot, United Way, St. Louis, MO. An exploratory study to identify and develop empirically based problem definitions of municipal services systems for St. Louis municipal governments.
- 2002-2003 *Doctoral candidate* with Dr. Diane Levande as chair. Prosecutor Assailant Caseload Management (PACM) Model, Michigan State University. A study of how a prosecutor's office can manage its domestic violence caseload and resources to increase assailant accountability using system dynamics modeling based on prosecution data and key informant interviews.
- 2000-2002 *Co-investigator* with Dr. David N. Ford (PI). Crane Resource Allocation and Needs Estimation Simulation (CRANES), Institute for Children, Youth, and Families, Michigan State University. Collaborated on a system dynamics modeling study of resource allocation problems of tower cranes in tall building construction.
- 2000-2001 *Project manager* with Dr. Lori Post (PI). Community Assessment Tool (CAT), Institute for Children, Youth, and Families, Michigan State University. Hired and supervised technical research assistants; oversaw development of CAT website, a data and community resource; developed a prototype coordinated community response web-based training simulation, CCRSIM; wrote grants; managed \$40,000 budget; presented ongoing work at local and national public health related meetings; and wrote and submitted quarterly progress reports to state funders.
- 1999-2000 *Consultant* for Dr. Susan Grettenberger (PI). Analysis of Unmet Need for Persons Living With HIV/AIDS (PLWH/A), Michigan Department of Community Health. Merged and analyzed three large Michigan HIV/AIDS related databases for a study to estimate the unmet needs of persons living with HIV/AIDS in Michigan using three HIV/AIDS related databases.
- 1997-2000 *Research associate* for Dr. Lori Post (PI). Sexual Assault Surveillance System (SASS). Institute for Children, Youth, and Families, Michigan State University. Assisted in the development of a statewide public health surveillance system for sexual assault by collecting and analyzing existing data from local and state agencies. Identified,

collected and analyzed sexual assault data from HIV Counseling and Testing System and protective services. Assisted with grant writing.

1997-1998 *Co-investigator* with Leonard Bunting (Co-investigator) and Dr. John Herrick (PI). Campus Assessment of Responses to Sexual Assault (CARSA), School of Social Work, Michigan State University. Helped design and conduct needs assessment of how student services staff prevent and respond to male violence against women on campus. Conducted key informant interviews and coded transcripts.

1997-1998 *Research assistant* for Dr. Ralph Levine (PI). University Outreach, Department of Psychology, Michigan State University. Assisted in the development of a system dynamics model of an organization interfacing with both the university and community using a group model building approach. Recorded and summarized responses from focus groups.

1997-1998 *Research assistant* for Dr. Ralph Levine (PI). Urban Renewal, Department of Psychology, Michigan State University. Assisted in the development of a system dynamics urban model of the psychological and social dynamics of a city that had to adjust to a large number of plant closings using a group model building approach. Recorded and summarized responses from focus groups. Assisted in the model development and testing.

1996-1997 *Consultant* for Dr. Susan Grettenberger (PI). Survey of the West Michigan Conference of United Methodist Church, School of Social Work, Michigan State University. Assisted in a statewide mail survey of United Methodist churches to assess their existing social service activities and capacity expansion. Provided statistical support.

Community service

2004 - present Board Member, Secretary and Chair of the Program and Planning Committee, RAVEN, St. Louis MO
Batterer intervention and youth violence prevention program

1996 - 2003 Trainer, Capitol Area Response Effort, Lansing, MI
Domestic violence response team program

1997 - 1998 Board Member, Growing In Place, Mason, MI.
Organic community farming collective

1995 - 1999 Board Member, Domestic Violence Intervention, Lansing, MI
Batterer intervention program

- 1995 Child Care Volunteer
Council Against Domestic Assault, Lansing, MI
Domestic violence crisis intervention and shelter program
- 1994 - 1995 Volunteer, Men Against Domestic Assault, Lansing, MI
Domestic violence prevention program with men
- 1992-1993 Child Care Volunteer, Susquehanna Valley Women In Transition,
Lewisburg, PA.
Domestic and sexual assault crisis intervention program and shelter

University service

- Open Society Institute (OSI) Scholars Selection (Spring 2006)
- Task Force on Field Education, GWB, Washington University (Fall 2005-present)
- Evidence Based Practice Task Force, GWB, Washington University (Fall 2005-present)
- Curriculum Committee, GWB, Washington University
- Self Awareness for Social Work Practice in a Multicultural World Training for Trainers, GWB, Washington University
- Response Review Initiative, Michigan State University
- Campus Relationship Violence Coordinating Council, Michigan State University
- Gay, Lesbian, Bisexual, Transgender Faculty and Staff Association, Michigan State University
- Women's Resource Center Safety Cluster, Michigan State University
- Human Behavior in Social Environment (HBSE) Curriculum Committee, Michigan State University
- Triangle Coalition, Michigan State University
- Bias-related Violence Task Force, Bucknell University
- Sexual Harassment Task Force, Bucknell University
- Bucknell Lesbian, Gay, Bisexual Faculty and Staff Task Force , Bucknell University

Professional organizations and service

- System Dynamics Society, member of the Diversity and Membership committee
- Society for Social Work Research
- Institute of Electrical and Electronics Engineers

Practice related positions

- 1998-2003 Male Outreach Coordinator
Safe Place, Michigan State University. Developed and facilitated the Student Accountability in Community (SAC) seminar, an early intervention emphasizing power and control issues. Helped develop and facilitate residence hall staff training workshops on responding to sexual and domestic violence. Participated in the Campus Relationship Violence Coordinating Council. Helped develop and facilitate student-

athlete relationship violence prevention workshops. Assisted with grant writing and reporting.

- 1995-1997 Male Outreach Coordinator
Sexual Assault Crisis and Safety Education Program, Michigan State University. Implemented a program for increasing male involvement in building safer communities. Designed, presented, and evaluated sexual assault and harassment prevention workshops for sport teams, fraternities, residence halls, student groups, university staff, and local organizations. Provided sexual assault crisis consultation to volunteers as needed. Assisted with grant writing and reporting. Assisted with crisis volunteer training. Designed and built a database system for recording services.
- 1995-1997 Graduate Resident Adviser
Williams Hall, Michigan State University. Supervised a team of 3 undergraduate resident assistants in planning and implementing a comprehensive community development program for a diverse resident population of 160 undergraduate students. Advised a student hall government. Provided on-call crisis intervention and follow-up for up to 1,600 residents in six facilities. Intervened on issues such as relationship violence, armed robbery, sexual harassment, suicide, alcohol poisoning, eating disorders, and other medical emergencies. Mediated resident and community conflicts. Provided ongoing referral and follow-up for residents and staff. Assisted in the selection and training of a team of 14 undergraduate resident assistants.
- 1993-1995 Graduate Resident Adviser
Wilson Hall, Michigan State University. Supervised a team of 6 undergraduate resident assistants. Recruited, hired, and directly supervised a team of 20 night receptionists. Assisted complex director in the planning, implementation, and evaluation of a comprehensive community and student development program for one facility with 1000 students. Provided on-call crisis intervention and follow-up for up to 2000 students in two facilities. Intervened on issues such as relationship violence, arson, physical assault, sexual assault, eating disorders, and other medical emergencies. Mediated resident and community conflicts. Assisted in the selection and training of 20 undergraduate resident assistants.
- 1991-1993 Residence Director
Residential Colleges, Bucknell University. Designed and administered a comprehensive community and student development program for 300 undergraduate students in 3 facilities. Recruited, selected, trained, and supervised a team of 14 undergraduate resident assistants. Co-led a team of 26 undergraduate staff members using a consensus model. Advised student government. Administered judicial complaints.

Mediated community conflicts. Provided crisis response for a campus community of 3700 students. Intervened on issues such as sexual assault, relationship violence, physical assaults, suicide, eating disorders, and other medical emergencies.

Awards

- 2000 Powersim Academic Award for work on Domestic violence and court mandated batterer intervention: A community model. Presented at the 18th International Conference of the System Dynamics Society, Bergen, Norway.
- 1997 Award Excellence in Clinical Social Work. College of Social Science, Michigan State University.

Workshops and training experience

- 2005 Self Awareness for Social Work Practice in a Multicultural World
Training for Trainers
Co-facilitated with Drs. Edmond and Pitner two 1.5-day workshops for facilitators of the “Self Awareness for Social Work Practice in a Multicultural World” 1-day workshop for incoming first-year MSW students.
- 1996-2003 Safety Issues
Designed and facilitated a two-hour presentation and interactive workshop on safety issues and safety management to approximately 20 domestic violence volunteers per training for the Capitol Area Response Effort (CARE), Council Against Domestic Assault (CADA), and MSU Safe Place.
- 1995-2003 Sexual Assault and Relationship Violence Training
Helped design and co-facilitated a two-hour workshop on sexual assault and relationship violence crisis response to 40 residence hall staff members per session (total audience of approximately 500 staff members) for Department of Residence Life, Michigan State University.
- 2000 Relationship Violence
Co-designed and co-presented two days of workshops and consultation with Holly Rosen on relationship violence for Southern Illinois University, Edwardsville.
- 1999-2000 Out-of-bounds
Helped design and co-facilitate workshops on sexual harassment, sexual assault, and relationship violence to approximately 50 student-athletes per presentation (total audience of approximately 800 student-athletes) for Student-Athlete Support Services, Michigan State University.

- 1998 Working with Males
Presented workshop on working with male audiences in anti-rape presentations to approximately 30 members of the Southeast Michigan Anti-Rape Network.
- 1997 Pose Workshop
Co-presented John Stoltenberg's "Pose Workshop" on challenging how men see pornography to approximately 10 male undergraduates, Michigan State University.
- 1995-1996 The Basics
Designed and facilitated an interactive presentation on sexual assault and relationship violence to between 15 and 100 student-athletes (basketball, lacrosse, and football), Michigan State University.
- 1996 Making it Happen
Designed, presented, and evaluated an interactive two-hour workshop on gender-related violence community interventions to approximately 70 resident assistants, Department of Residence Life, Michigan State University.
- 1996 Getting into Focus
Designed and facilitated a highly interactive two-hour workshop using a mix of small group and experiential activities on continuously assessing and responding to residents' issues to 30 undergraduate resident assistants for Department of Residence Life, Michigan State University.
- 1996 Working with Male Survivors
Provided a thirty-minute training on responding to male victims/survivors of sexual assault to 15 volunteers for Sexual Assault Crisis Safety Education Program, Michigan State University.
- 1996 Night Shift
Designed and presented a thirty-minute workshop on responding to sexual harassment and sexual assault crises to night receptionist staff, Department of Residence Life, Michigan State University.
- 1994-1996 Supervision Values Clarification
Designed and facilitated a one-hour highly interactive workshop on supervisory issues such as sexual harassment, inclusive team development, and boundary issues to approximately 20 newly hired graduate assistants, Department of Residence Life, Michigan State University.
- 1991,1996 Running a Consensus Meeting
Designed and facilitated a one-hour interactive workshop on how and why to use consensus decision making within meetings to residence

hall association leaders, Departments of Residence Life, Michigan State University (1996) and Office of Housing and Residence Life, Bucknell University (1991).

- 1996 What Every Supervisor Should Know About Sexual Harassment
Designed and facilitated a two-hour interactive workshop on how to identify and stop sexual harassment for approximately 20 student supervisors, University Housing, Michigan State University.
- 1996 Adolescent Sexuality and Sexual Development
Co-designed and co-facilitated a five-hour interactive workshop with Eleanor Morrison and Melanie Morrison on sexual harassment, sexual assault, sexual orientation, sexually transmitted diseases, consent teen-parent communication, relationship violence, and pregnancy to adults working with adolescents for 4-H/MSU Extension, Michigan State University.
- 1996 Assessment Center Training
Co-facilitated a two-hour workshop on identifying and removing bias in candidate selection to resident assistants for Department of Residence Life, Michigan State University.
- 1995-1996 Men's Program
Designed and facilitated a highly interactive one-hour experiential exercise on the topic of sexual assault and consent to undergraduate men for residence halls, fraternities, and athletic teams, Michigan State University.
- 1995 Paradigm Shifts
Designed and facilitated a motivational workshop on stepping outside the box in thinking about challenges and solutions to student leaders for Residence Hall Association, Michigan State University.
- 1995 What Makes Pornography Sexy?
Co-designed and presented an interactive discussion on the socialization of men into violence through the institutions of war and pornography to approximately 30 men and women, Michigan State University.
- 1994 Responding to Relationship Violence in Residence Halls
Co-designed and co-facilitated with Holly Rosen, Julie Hagstrom, and Jennifer Juras a workshop on how to identify, assess, and intervene with situations of domestic violence in the residence halls to approximately 50 residence hall staff members per session (total audience approximately 150 residence hall staff members) for Department of Residence Life, Michigan State University.

1992

Around Open Doors

Designed, coordinated, and facilitated an experiential exercise on identifying and intervening on issues of sexual assault, alcohol, racial-ethnic harassment, relationship violence, and vandalism using five progressive and interconnected role-plays/scenarios to 80 resident assistants for Office of Housing and Residence Life, Bucknell University.

Computer skills

- Programming and scripting languages: C++, Visual Basic, S, HTML, ASP, FORTRAN, Java, Pascal, 68000 and 8086 assembly
- Applications: Pajek, SPSS, R, SAS, Access, Excel, Word, ArcView, LISREL, LaTeX, Visio, Dia, Powersim Constructor, HPS Stella, Ventana Vensim, PowerPoint, Mathematica
- Web Microsoft Internet Information Service (IIS) 5.0
- Operating systems Linux and Win32 (Windows 95, 98, NT, and 2000)