

Denine Northrup, Ph.D.
Chair & Professor of Psychology
Western New England University
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EDUCATION

Ph.D.	Vanderbilt University Minor: Special Emphasis Area:	1995	Applied Social Psychology Policy Development and Program Evaluation Community Psychology
M.S.	Eastern Michigan University	1991	Clinical Psychology
A.B.	University of Michigan	1989	Psychology

APPOINTMENTS, FELLOWSHIPS AND AWARDS

Chair, Department of Psychology, Western New England University	2017-present
Women in STEM Initiatives reporting to Provost, Western New England University	2016-present
Co-chair Retention Task Force reporting to President, Western New England University	2013-2016
Finalist for Western New England University Teaching Excellence Award	2013
Full Professor, Western New England University	2012-present
Director of the Polling Institute, Western New England University	2007-2009
Omicron Delta Kappa, National Leadership Society	2007-present
Associate Professor of Psychology, Western New England University	2004-2012
Director of Quality Management, CT Department of Mental Health & Addiction Svcs	2002-2005
Assistant Professor of Psychiatry, Yale University	2002-2004
Research Associate, Vanderbilt University	1995-2002
National Research Service Award (NIMH), Predoctoral & Postdoctoral Fellow Child and Adolescent Mental Health Services Research Training Program, Vanderbilt University	1992-1997
National Dean's List, Eastern Michigan University	1990
Angell Scholar, University of Michigan	1989
Class Honors, University of Michigan	1989

ADMINISTRATIVE EXPERIENCE & TRAINING

Chair, Department of Psychology Led the department in shared mission and goals to provide a student-centered education to both undergraduate and graduate students. Responsible for all operations of the department including faculty hiring, supervision, and professional development, course scheduling, and budget management.	2017
AAC&U PKAL STEM LEADERSHIP ACADEMY Five day experiential learning academy focused on the theory and practice required to effectively manage the politics of change and contribute to the national STEM higher education reform effort. Engaged in active learning experiences pertaining to effective leadership and management skills.	2017
WOMEN in STEM Initiative, Western New England University Established a series of cross-disciplinary opportunities for women in STEM fields to engage with one another to enhance social support and sense of community. Initiatives included a women's STEM floor in a residence hall, designated tutoring for calculus, served as active faculty liaison with weekly office hours in the residence hall, upper-class peer mentors, seminars with female professionals, and social activities.	2016-2017

Co-Chair Retention Task Force, Western New England University

Series of evaluative retention projects including focus groups with students, faculty and staff, secondary data analysis and prospective studies. Consensus building efforts across the institution resulting in university-wide retention report with specific recommendations for improvement across divisions. Effective use of data to identify challenges and collaborative approach with stakeholders to develop strategic interventions with concurrent assessment. Specific efforts with College of Engineering to reduce attrition in under-represented groups, promote student success with first generation college students, and enhance community and opportunities for women in STEM disciplines.

Polling Institute Director, Western New England University

2007-2009

Founding director establishing the infrastructure for the Polling Institute and conducted independent political polling and survey research projects using computer aided telephone interview methodology. Development of all survey methodology and supervision on 20 seat call station. Communication of results to media or scholarly outlets.

Director of Quality Management & Improvement, CT DMHAS

2002-2005

Dually appointed Asst. Professor of Psychiatry at Yale University and Director of Quality Management at the Connecticut Department of Mental Health and Addiction Services with goal to develop innovative quality improvement system across the state emphasizing ongoing information feedback. Supervised six professionals in central office; oversaw the data submission, analysis and feedback for all providers (public or non-profit) across Connecticut.

GRANTS RECEIVED

Faculty/ Curriculum Development

Positive Psychology 2014
Community Psychology 2010
Behavioral Health Services Evaluation Presentation 2009
Research Methods: Learning through Technology 2007
Sexuality and Sexual Assault in our Society 2007

Data Infrastructure Grant

2003-2004

Principal Investigator for SAMHSA funded grant to improve the data infrastructure in the Connecticut Department of Mental Health and Addiction Services to promote data based decision-making for \$100,000 per year.

Evaluation of Racial/Ethnic Health Disparities Initiatives

2003-2004

Co-investigator for an overarching evaluation of ten three-year initiatives aimed at reducing racial and ethnic health disparities in Connecticut. Funding received from the Connecticut Health Foundation for \$85,000.

Nashville Connection: A Child Centered System of Care

1999-2003

Principal Investigator for the evaluation of a system of care in Nashville, TN. Grant funded both services and an evaluation. Funding received from SAMHSA: CMHS through the TN Department of Mental Health. Evaluation grant was \$200,000 per year from 10/99-10/05.

RESEARCH & EVALUATION EXPERIENCE

Western New England University School of Law, Student Success Outcomes	2017
Analysis of student success outcomes such as grades, progress to degree, graduation, employment and bar passage to assess program status and factors that may predict or co-occur with positive student outcomes to enhance programmatic improvement.	
Western New England University Retention Initiative, Western New England Univ.	2012-present
Series of evaluative retention projects including focus groups with students, faculty and staff, secondary data analysis and prospective studies. Consensus building efforts across the institution resulting in university-wide retention report with specific recommendations for improvement across divisions. Effective use of data to identify challenges and collaborative approach with stakeholders to develop strategic interventions with concurrent assessment. Specific efforts with College of Engineering to reduce attrition in under-represented groups, promote student success with first generation college students, and enhance community and opportunities for women in STEM disciplines.	
Service System Needs Assessment, Connecticut	2009
System-level needs assessment of the CT DMHAS population to document service needs. Populations with challenging behavioral health service needs were examined in detail (including individuals in need of forensic services, nursing home services, young adults and sexual offenders).	
Western New England Polling Institute (Director)	2007-2009
Institute conducted independent political polling and survey research projects using computer aided telephone interview methodology.	
Evaluation of the Young Adult Services population in Connecticut	2007
System-level needs assessment and service planning recommendations for youth transitioning from publicly funded youth mental health services to adult services.	
Evaluation of the Adult Mental Health Services System in Connecticut	2006
System-level needs assessment focused on individuals in need of the most restrictive level of care in publicly funded services.	
Quality Improvement for Mental Health and Addiction Services	2002-2005
Dually appointed Asst. Professor of Psychiatry at Yale University and Director of Quality Management at the Connecticut Department of Mental Health and Addiction Services with goal to develop innovative quality improvement system across the state emphasizing ongoing information feedback. Emphasis of improving data infrastructure, performance measurement, quality improvement feedback systems, consumer surveys and service system needs assessments	
Evaluation of Racial/Ethnic Health Disparities Initiatives (Grant from the Connecticut Health Foundation).	2003-2004
Co-investigator for an overarching evaluation of ten distinct three-year initiatives aimed at reducing racial and ethnic health disparities in Connecticut.	
Evaluation of a Community- and Family-based System of Care (Grant from the Tennessee Department of Mental Health/ SAMHSA)	1999-2003
Evaluation Director for an evaluation of a SAMHSA funded five-year demonstration system of care for children with Serious Emotional Disturbance.	
Impact of Managed Care on Adolescents with Substance Abuse and Children with SED (P.I. Craig Anne Heflinger, Ph.D.)	1996-1999
Project manager for two national cooperative agreement projects that compared the use, costs and outcomes of adolescent substance abuse services and children's mental health services received by publicly funded adolescents in a fee for service environment versus a managed care environment.	
Managed Mental Health Care at Ft. Bragg: Moving from the Ft. Bragg Demonstration to a Capitated Model of Mental Health Service Delivery	1995-1997
Director of a multimethod evaluation of the changing service system for youth in the Ft. Bragg catchment area.	
Family Empowerment Project (P.I. Leonard Bickman, Ph.D.)	1993-1995
Child and Adolescent Substance Misuse Prevention Project (Univ of Michigan)	1991-1992

TEACHING EXPERIENCE

Western New England University	Full/Associate Professor	2004-present
Western New England College	Adjunct Instructor	2001-2004
Westfield State College	Adjunct Instructor	2001
Vanderbilt University	Adjunct Instructor	2000-2001
Belmont University	Adjunct Professor	1997-2000
Eastern Michigan University	Graduate Instructor	1989-1991

Courses: Introductory Statistics, Research Methods, Positive Psychology, Community Psychology, Sexuality and Sexual Assault in our Society, Health Psychology, Introductory Psychology, Abnormal Psychology, Child Development, Lifespan Development, Action Research, Personality Assessment.

PUBLICATIONS**Articles & Chapters or Reports**

- Seacat, J.S., & Northrup, D. (2011). An information-motivation-behavioral skills assessment of curbside recycling behavior. *Journal of Environmental Psychology*.
- Northrup, D.A. & Northrup, S.G. (2008). Multidisciplinary team assessment - a generalizable instrument. *Proceedings of 2008 American Society of Engineering Education Conference*, Pittsburgh, PA.
- Northrup, D. A. (2007). Evaluating Service System Coordination from the Providers' Perspective. In W. H. Fisher (Ed.), *Research in Community and Mental Health, Volume 14: Research on Community-Based Mental Health Services for Children and Adolescents*, Elsevier: Boston.
- Northrup, D. & Northrup, S. (2007). Multidisciplinary teamwork assessment: Reliability and validity. *Proceedings of the 2007 American Society of Engineering Education Conference*, June 24 - 28, 2007, Honolulu, HI.
- Northrup, S. and Northrup, D. (2006). Multidisciplinary teamwork assessment: Individual Contributions and Interdisciplinary Interaction. *Proceedings of the 2006 Frontiers in Engineering Education Conference*, October 28 - 31, 2006, San Diego, CA.
- Northrup, D.A., & Heflinger, C.A. (2000). *Substance abuse treatment services for publicly-funded adolescents in the state of Tennessee*. Vanderbilt Center for Mental Health Policy.
- Northrup, D.A., & Heflinger, C.A. (2000). *Substance abuse treatment services for publicly-funded adolescents in the state of Mississippi*. Vanderbilt Center for Mental Health Policy.
- Heflinger, C.A. & Northrup, D.A. (2000). What happens when capitated behavioral health comes to town? The transition from the Ft. Bragg demonstration to a capitated managed behavioral health contract. *The Journal of Behavioral Health Services and Research*, 27(4), 390-405.
- Heflinger, C.A., & Northrup, D.A. (2000). Community-level changes in behavioral health care following capitated contracting. *Child and Youth Services Review*, 22(2), 175-193.
- Heflinger, C.A., Simpkins, C.G., Northrup, D.A., Saunders, R.C., and Renfrew, J.W. (2000). The Status of Mississippi Medicaid Children: Behavioral Health, Health, Service Use and Consumer Satisfaction. Vanderbilt Center for Mental Health Policy.
- Heflinger, C.A., Simpkins, C.G., Northrup, D.A., Saunders, R.C., and Renfrew, J.W. (2000). The Status of TennCare Children and Adolescents: Behavioral Health, Health, Service Use and Consumer Satisfaction. Vanderbilt Center for Mental Health Policy.
- Nixon, C. T., Northrup, D. A., Summerfelt, W. T., & Bickman, L. B. (2000). Mental Health Services Research. In M. H. Ebert, P. T. Loosen, & B. Nurcombe (Eds.), *Current Diagnosis and Treatment in Psychiatry*. Appleton & Lange.
- Bickman, L., Heflinger, C. A., Northrup, D., Sonnichsen, S., & Schilling, S. (1998). Long term outcomes family caregiver empowerment. *Journal of Child and Family Studies*, 7(2), 269-282.
- Heflinger, C. A., & Northrup, D. A. (1998). Measuring Change in mental health services coordination under managed mental health care for children and adolescents. In J. P. Morrissey (Ed.), *Research in Community Mental Health Volume 10: Social Networks and Mental Health*, JAI Press.
- Heflinger, C. A., Northrup, D. A., Sonnichsen, S. E., & Brannan, A. M. (1998). Including a family focus in research on community-based services for children with serious emotional disturbance: Experiences from the Fort Bragg Evaluation Project. In M.H. Epstein, K. Kutash, & A. Duchnowski (Eds.), *Community-based programming for children with serious emotional disturbance: Research and evaluation*. Pro-Ed.

- Heflinger, C.A., Bickman, L., Northrup, D., & Sonnichsen, S. (1997). A theory-driven intervention and evaluation to explore caregiver empowerment. *Journal of Emotional and Behavioral Disorders*, 5(3), 184-191.
- Heflinger, C. A., & Northrup, D. (1997). Final report of transition to capitated managed mental health services at Fort Bragg, North Carolina. Report to the Army Office of the Surgeon General. Vanderbilt Center for Mental Health Policy.
- Heflinger, C. A., & Northrup, D. (1997). Interim Report of the Implementation Study of the Transition to Managed Mental Health Services at Fort Bragg, North Carolina. Report to the Army Office of the Surgeon General. Vanderbilt Center for Mental Health Policy.
- Northrup, D. A. (1995). The relationship between adolescent and parent reports about family issues (Doctoral dissertation, Vanderbilt University, 1995). *Dissertation Abstracts International*.
- Northrup, D. A. (1995). *Multiple Informant Reports: A Review of Findings and Methodological Issues*. Nashville, TN: Vanderbilt Center for Mental Health Policy.
- Northrup, D. A. (1994). Recent history of caring for Tennessee children. In K. Maloy (Ed.). *Report to the Annie E. Casey Foundation and the State of Tennessee - The Children's Plan*, Nashville, TN: Vanderbilt Institute for Public Policy Studies, Center for Mental Health Policy.

Edited Books

- Nixon, C. T., & Northrup, D. A. (Eds.) (1997). *Evaluating mental health services: How do programs for children "work" in the real world?* (Vol 3). Thousand Oaks, CA: Sage.

SELECTED PRESENTATIONS & REPORTS

- Northrup, D., & Marcus, K. (November, 2009). Evaluation of Behavioral Health Service System Needs: Clinical Needs and Resource Allocation, presented at the Annual Conference of the American Evaluation Association, Orlando, FL.
- Slyne, K., Purnhagen, A., Seacat, J., & Northrup, D. (March, 2009). Predictors of curbside recycling. Poster presentation at the annual conference of the Eastern Psychological Association, Pittsburgh, PA.
- Northrup, D.A. (December, 2008). *Young Adult Services Subpopulation Clinical Profiles*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Individuals at risk of criminal justice system involvement: Systemwide population*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Individuals in need of nursing home care: Systemwide population*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Individuals who are adjudicated sexual offenders or have inappropriate sexual behavior: Systemwide survey*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Individuals with pervasive developmental disorders or related symptoms: Systemwide population*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Systemwide Community-based survey results*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (November, 2008). *Systemwide Young Adult Services System Survey Results*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Northrup, D.A. (October, 2008). *Systemwide Inpatient Discharge Survey Results*. Report to the Connecticut Department of Mental Health and Addiction Services' Commissioners Executive Group.
- Crouch, M., Clark, B., & Northrup, D. (2008). Perfectionism in College Students: A multidimensional study across various activities and levels of perfectionistic characteristics. Poster presented at the Mt. Holyoke Undergraduate Research Forum. South Hadley, MA.
- Northrup, D. & Northrup, S. (2007). *Multidisciplinary teamwork assessment: Reliability and validity*. Presentation at the annual conference for the American Society of Engineering Education, June 24 - 28, 2007, Honolulu, HI.

- Northrup, D.A. (Dec, 2006). *Individuals who are Gravely Disabled: Systemwide inpatient population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (Oct., 2006). *Individuals with Co-occurring Disorders: Community-Based System Client Needs Survey*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (Sept, 2006). *Community-based System: Client Needs Survey*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (June 2006). *Individuals in Need of Nursing Home Care: Systemwide Inpatient Population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (July, 2006). *Systemwide Inpatient Discharge Survey*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (July, 2006). *Individuals with Mental Retardation: Based on a systemwide inpatient population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (July, 2006). *Individuals with Co-occurring Disorders: Systemwide inpatient population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (July, 2006). *Individuals with Pervasive Developmental Disorders (PDD). Based on a systemwide inpatient population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (July, 2006). *Young Adult Inpatient Clients: Based on a systemwide inpatient population*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Perkins, L. & Northrup, D.A. (July, 2006). *Inpatient Discharge Survey Results: Focus on Sexual Offenders*. Presentation to the Connecticut Department of Mental Health and Addiction Services, Hartford, CT.
- Northrup, D.A. (February, 2001). *Interorganizational Networks: Analysis of Staff Interaction Patterns in D. Northrup's (Chair) Through the Providers' Eyes: Interagency Coordination, System Performance, Family Involvement and Cultural Competence*. Symposium presented at the 14th annual meeting of the research conference, A System of Care for Children's Mental Health, Research and Training Center for Children's Mental Health, University of South Florida, Tampa, FL.
- Northrup, D.A. (November, 2000). *A model intervention-oriented evaluation of a mental health service system for youth: The Nashville Connection in S. Reich's (Chair) Ethics and the role of the evaluator: What are the obligations and limits?* Symposium presented at the annual meeting of the American Evaluation Association, Honolulu, Hawaii.
- Northrup, D.A. (2000), *Prevalence of SED and Barriers to Care in a Medicaid Population*. Paper presented at the 13th annual meeting of the research conference, A System of Care for Children's Mental Health, Research and Training Center for Children's Mental Health, Univ. of South Florida, Clearwater Beach, FL.
- Northrup, D.A., Smith, C.M., & Heflinger, C.A. (1999), *Needs and Barriers to Care varying by Amount of Services Received*, Paper presented at the 12th annual meeting of the research conference, A System of Care for Children's Mental Health, Research and Training Center for Children's Mental Health, University of South Florida, Clearwater Beach, FL.
- Northrup, D.A., & Heflinger, C.A. (1998). *What happens when capitated managed mental health comes to town? The transition at Fort Bragg*. Paper presented at the annual meeting of the American Evaluation Association, Chicago, Illinois.
- Heflinger, C.A., & Northrup, D. (1998). *Measuring Changes in Mental Health Service Coordination in Managed Mental Health Care for Children and Youth: A Social Networks Approach*. Paper presented at the Sunbelt XVIII and 5th European International Conference on Social Networks, Barcelona, Spain.
- Northrup, D. & Heflinger, C.A. (1997). *Measuring Change in Mental Health Services Coordination in Managed Mental Health Care for Children and Adolescents*. Paper presented at the National Institute of Mental Health Conference on Improving the Condition of People with Mental Illness: The Role of Services Research, Washington, DC.
- Northrup, D. (1996, November). *Evaluation of the Transition from the Ft. Bragg Demonstration to a Capitated Managed Care Model of Mental Health Service Delivery*. Paper presentation at the annual meeting of the American Evaluation Association, Atlanta, Georgia.
- Northrup, D. (1995, November). *Multiple informant reports on family issues*. In C. A. Heflinger (Chair), *Family measurement issues in evaluating children's mental health services*. Symposium conducted at the annual meeting of the American Evaluation Association, Vancouver, BC, Canada.

- Bickman, L., Heflinger, C. A., Northrup, D. A., & Sonnichsen, S. E. (1995, September). *Family empowerment: A theory-based family intervention and evaluation*. Poster session presented at the National Institute of Mental Health Conference on Mental Health Services Research, Washington, DC.
- Northrup, D. (1995, August). Mental health services efficacy questionnaire: Reliability and validity. In C. A. Heflinger (Chair), *Family empowerment - A theory-based intervention and research project*. Symposium conducted at the 103rd annual convention of the American Psychological Association, New York City.
- Northrup, D. (1995, August). Multiple informant reports on family issues. In C. A. Heflinger (Chair), *Family measurement issues in children's mental health services research*. Symposium conducted at the 103rd annual convention of the American Psychological Association, New York City.
- Northrup, D. A., Bickman, L. B., & Heflinger, C. A. (1994, April). The family empowerment project: A three month follow-up evaluation. Paper presented at the conference *Building on family strengths: Research, advocacy, and partnership in support of children and their families*. Portland, OR.
- Bickman, L. B., Heflinger, C. A., & Northrup, D. A. (1993, November). *The family empowerment project: A theory based intervention and evaluation*. Presented at the annual meeting of the American Evaluation Association, Dallas, TX.

CONSULTING EXPERIENCE

WNE Law School Prediction of Student Success Outcomes	2017
Nashville NIMH Incentive Grant (network analysis)	2009
Nashville STEM National Science Foundation Grant (network analysis)	2009
Connecticut Department of Mental Health and Addiction Services	2006-2008
Network Analysis Consultation with Vanderbilt University	2002-2003
Evaluation of MHSPY with University of Massachusetts Medical Center	2001-2002
Evaluation of Alabama Family Advocates Program	1999-2001
Network Analysis Consultation with Colorado Access	1999-2000
Development of Longitudinal Client Tracking Database	1999
Evaluation Design of Peer vs. Professional Counseling	1998
Member of SAMHSA Review Committee	1998
Design of an Outcome Monitoring System for Compass, Inc.	1997
Maternal and Infant Health Outreach Worker Evaluation	1996
Tennessee Commission on Children and Youth, CAFAS training	1995
OASIS Counseling Center Evaluation	1994

REVIEWER FOR JOURNALS & CONFERENCES

Guest Reviewer for Behavior Analysis in Practice	2008-2009
Reviewer for American Evaluation Association Conference proposals for Mental Health and Substance Abuse Topical Interest Group	2008-2009
Guest Reviewer for Journal of Engineering Education	2008-2009
Guest reviewer for the Teaching of Psychology	2008

CLINICAL & PRACTICUM EXPERIENCE

Children's Services Policy Intern, TN Commission on Children and Youth	1993
Clinical Psychology Intern, Huron Services for Youth	1991-1992

PROFESSIONAL ORGANIZATIONS

Eastern Psychological Association	2006-2011
American Evaluation Association	1992-2010
American Psychological Association	1993-1996
International Network for Social Network Analysis	1997-2000