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Department of Child and Family Studies
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Education

Ph.D. Department of Child and Family Studies
University of Tennessee, Knoxville, December 1998

Areas of specialization:

- Integration of children with disabilities into childcare and school settings
- The assessment of children
- Support and encouragement of healthy socio-emotional development of children
- Organizational and environmental management of infant, toddler, and preschool classrooms

MS Department of Child and Family Studies
University of Tennessee, Knoxville, May 1995

BA Psychology
Oglethorpe University, Atlanta, GA, June 1992

Work Experience

Teaching experience at the undergraduate level
Clinical Assistant Professor; University of Tennessee, Knoxville
2021-present

Instructor; University of Tennessee, Knoxville
1997-2021

Responsibilities:

Design courses

Preparation and administration of syllabi and lectures

Preparation, administration, and grading of coursework

- CFS101: Introduction to Child and Family Studies
- CFS 110: Introduction to Early Childhood Education
- CFS 210: Lifespan Human Development
- CFS 211: Infants, Toddlers, and Preschoolers
- CFS 213: Middle Childhood and Adolescence
- CFS 240: Human Sexuality
- CFS 405: Development of Professional Skills
- CFS 440: Family Life Education

Teaching experience at the graduate level
Instructor; University of Tennessee, Knoxville

- CFS 552 Diversity in Children and Families; Summer 2015
- Inclusive Early Childhood Education Summer Institute 568: Theories and Interventions; Summer 2000 and Spring 2003
- Inclusive Early Childhood Education Summer Institute 595: Foundations of Early Childhood Special Education; Summer 2002
- Inclusive Early Childhood Education 567: Applications of Theories in Early Childhood Education; Spring 2002

Friends of Tennessee Infant Parent Services (FOT)

Grant Writer, 2005

- Wrote grants to local agencies and philanthropists to support FOT's efforts to serve children with disabilities and their families.

Curriculum Development, Introduction to Early Childhood Education Distance Learning Course

University of Tennessee, Knoxville, March 2000 to 2003

Responsibilities:

- Wrote an independent study course for undergraduates that included commentaries, study guides, and writing assignments for the course material.
- Grade assignments as needed.

Lead Parent Advisor, Tennessee Infant Parent Service

June 2002 to May 2003

Responsibilities:

- Training new parent advisors.
- On-site facilitator for creating new curricula for grandparent-parent families called Project Heritage.
- Completing initial home visits.
- Completing federally mandated and regulated paperwork.
- Assessing parent advisor paperwork and progress with families.
- Writing articles for local and statewide newsletters (see article titles in the non-academic article section.)

Evaluator, Tennessee Early Intervention System

March 1999 to August 2003

Responsibilities:

- Test young children (birth to 3) for eligibility in the early intervention system.
- Evaluation tools used: Battelle Developmental Inventory, Hawaii Early Learning Profile (HELP), Receptive-Expressive Emergent Language Scale-2 (REEL-2), INSITE Developmental Checklist, Denver-2, PEACH, and Developmental Assessment of Young Children (DAYC).
- Write up evaluation results with recommendations.
- Explain results to parents and TEIS service coordinators.

Parent Advisor (PA), Tennessee Infant Parent Service

January 1999 to June 2002 (when promoted to Lead PA)

Responsibilities:

- Plan and implement developmental activities for young children with disabilities.
- Teach parents of young children with disabilities how to effectively play and work with their children to promote optimal development.

Service Coordinator, Tennessee's Early Intervention System, Knoxville, TN, October 1998-December 1998 (an interim position) and August 1994-September 1997

Responsibilities:

- Coordination of early intervention services for young children with disabilities and their families.
- Screening of children for developmental disabilities.
- Determination of eligibility for early intervention services.
- Development and implementation of Individualized Family Service Plans per federal law.
- Participation in the development of agency policies.
- Filing of reports for federal, state, and county government agencies.
- Participation in state-wide district and interagency meetings.

Child Care Provider

Private Family, Knoxville, TN, September 1993-October 1994

Responsibilities:

- Care for a young child with spina bifida.
- Implemented objectives set by parents and therapists.
- Catheterization.

Substitute Teacher

Child Development Laboratories, University of Tennessee, Knoxville, Summer 1993

Responsibilities:

- Implementation of the curriculum in toddler and preschool classrooms.

Child Care Worker

Plantation Academy, Kennesaw, GA, April 1987-August 1987

Responsibilities:

- Daily care of 8-10 infants.

Specialized Training

Fostering a Sense of Belonging in the Workplace through Inclusive Leadership Practices
February 2022

Vanderbilt Kennedy Center: Ethics Grand Rounds, ABA Ethics Training February 2022

LEAD Seminar: Strategies for Conducting Research with Populations Deemed "Hard to Reach"
March 2022

The Division of Diversity and Engagement Seminar: Inclusive Communication training March 2022

Accessibility Checking with UDoIT Training May 2022.

Ready for the World Training
University of Tennessee, 2011

- Learned methods of bringing cultural awareness and sensitivity to CFS 405

Olevus Bully Prevention Training, 2009
Committee Member of Program Implementation at Sequoyah Elementary

- Learned methods of preventing bullying

Developmental Assessment of Young Children (DAYC) Training
Knoxville, TN, November 2002

- Learned methods of administration, scoring, and interpretation of the DAYC.

SKI-HI Training Seminar
Knoxville, TN, October 1999

- Learned methods of home intervention for children with hearing aids, hearing loss, and communication/language difficulties.

At Home and At Daycare (AHEAD) Seminar
Chattanooga, TN, January 1999

- Learned methods of integrating therapies and interventions for children in their homes and at daycare.

TIPS/INSITE Training Seminar
Knoxville, TN September-October 1997

- Learned methods of home intervention for children with visual and/or hearing impairment.
- Became a member of the SKI*HI Network of Certified Parent Advisors.

Lovaas Training Seminar
Knoxville, TN, November 1996

- Learned direct methods of working with children who have autism.
- Focused on discreet trials training.

Service

Knoxville Immigrant Transit Assistance
Executive Board Member and Volunteer meeting asylum seekers
November 2018-May 2022

Feral Feline Friends
Fostered pregnant cats and their kittens from 2010-2020
Wrote "[Why We Foster](#)" for the Feral Feline Friends newsletter published in 2018

Bearden Middle School, Knoxville, TN
Parent Volunteer

- Membership Chairperson 2015/2016 and 2016/2017

Sequoyah Elementary, Knoxville, TN

Parent Volunteer

- President of Parent Teacher Association 2011/2012
- Vice President of Parent Teacher Association 2010/2011
- Sequoyah Elementary Foundation Board Member 2010/2011
- Ways and Means Chairperson 2009/2010
- Creator and Chair of the Academic Committee from 2007 to 2009
- Art Master's Docent 2007 to 2009
- Room Parent 2008/2009 and 2013/2014
- Chair of Spoleto Arts Festival 2007/2008

Friends of Tennessee Infant Parent Services

Respite Day student volunteer coordinator 2002 to 2012

- Coordinated volunteers from Child and Family Studies for Respite Day 2x/a year

Mothers of Preschoolers; Guest Lecturer, Erin Presbyterian Church; Knoxville, TN

Many times between 2005 to 2008

Various lecture topics include:

- Is Your Child Neurologically Ready for Kindergarten?
- Sensory Integration and Your Preschooler
- How To Improve Your Child's Behavior Through Environmental Organization.

Sequoyah Hills Early Enrichment Program

Board of Directors Parent representative (2004 to 2006)

- Participated in decisions about hiring.
- Assisted the director of the program as needed.

Junior League of Knoxville Member (1999 to 2006)

Committee work included:

- Assistant Chair of Community Kids at the Salvation Army (daycare setting)
- East Tennessee Technology Access Center (technological assistance for children who have disabilities)
- Healthy Families (a social support group for mothers at-risk)
- Mini-Grants (evaluating the worthiness and quality of grants written by Knox County public school teachers)
- Chair of Hug-A-Tot (an intergenerational playgroup for children and residents of two local nursing homes)

University of Tennessee; Child and Family Studies Department

Teacher licensure interviewer; Fall 2001 to Fall 2003

Board Member of Knoxville-Knox County Community Action Committee

Fall 1999 and Spring 2000

- Attended meetings at least twice yearly and made recommendations regarding children with special needs in the Head Start program

Salvation Army Guest Lecturer, Knoxville, Tennessee

Fall 1996, Spring 1997, September 2001, and November 2001

- Spoke to mothers who are at risk about child development.

- Discussed how to make homemade developmentally appropriate toys for their infants and toddlers.

Conference Presentations

“Teaching parents how to help their children gain self-help skills,” presented at AHEAD training, Knoxville, TN, April 2002.

“Partnershiping with Families” presented at INSITE training, Knoxville, TN, October 2001.

“Finding Appropriate Daycare for Children with Special Needs” presented to the American Association for Home-Based Early Interventionists (AAHBEI), Norcross, GA, June 2000.

“Mothers’ Perceptions of Family-Centered Early Intervention Service Coordination,” poster presented at CEC Division of Early Childhood, Chicago, IL, December 1998.

“Family-Centeredness: Helping Families of Children with Disabilities Within Your Center,” presented at ETSU Early Childhood Conference, June 1998.

“Classroom Behavior Problems? Let's Clean Up Your Environment!” presented at the National Association for the Education of Young Children Washington, DC., November 1995 and at the East Tennessee State University Annual Early Childhood Conference, ETSU, July 1994.

“Conflict Resolution: Theory and Practice,” presented at the American Association of Family and Consumer Sciences Annual Meeting, New Orleans, LA, June 1995.

“Comparing Parent Satisfaction With Three Different Methods of Conflict Resolution Among Special Education Disputes: Preliminary Findings,” presented at the Southeastern Symposium on Child and Family Development, University of Tennessee, Knoxville, Spring 1994.

Workshops and Conferences Attended

Love and Logic: Parenting Seminar; 2007

Tennessee Child Care Provider Training: The Power of Early Experience on the Development of Children, January 2002.

American Association for Home-Based Early Interventionists (AAHBEI)
Norcross, GA, June 2000

Division of Early Childhood of Council for Exceptional Children,
Chicago, IL, December 1998; New Orleans, LA, November 1997.

ETSU: Early Childhood Conference, Johnson City, TN, June 1998 and
July 1994.

Smoky Mountain Winter Institute, Asheville, North Carolina, March 1997.

The Collaborative Conference on Young Children with Special Needs and Their Families, Nashville, TN, February 1995 and February 1996.

National Association for the Education of Young Children, Washington DC, November 1995; Atlanta, GA, 1994.

American Association of Family and Consumer Sciences, New Orleans, LA, June 1995.

The Annual Conference of the Association for Applied Behavior Analysis, Atlanta, GA, Spring 1994.

Southeastern Symposium on Child and Family Development, University of Tennessee, Knoxville, Spring 1994 and Auburn University, Auburn, AL, Spring 1993.

National Conference on Family Relations, Baltimore, MD, November 1993.

Association for the Care of Children's Health, Atlanta, GA, May 1992.

Publications

Academic

Malia, J. A., Cunningham, J. L., MacMillan, E., & Wynn, E. (1995). "Expanding the policy infrastructure for resolving family-related disputes: Mediation as technology," *Family Relations* 44: 19-27.

Malia, J. A., Cunningham, J. L., Wynn, E., & MacMillan, E. (1995). "Moving from competitive to collaborative relationships: Implications of mediation for resolving family-related disputes," *Family Perspectives* 29: 129-152.

Non-academic

Nownes, E. (2002). "Toys, toys, toys: How to help parents tame the toy monster," Knoxville *TIPS newsletter* (forthcoming).

Nownes, E. (2002). "Using Praise Effectively," *Inside TIPS*, 30: 1.

Nownes, E. (1999) "Childwise: 12 ways to make waiting in line more fun," *Tenn Minutes*, Vol. XLII, Issue 1.