

**Heather Deal, MSWW, M.Div., Ph.D.**

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**EDUCATION**

August 2025            **Baylor University**, Diana R. Garland School of Social Work  
*Ph.D. Dissertation: Creating empowering environments for women in Baptist congregations.*

May 2009            **Baylor University**, Diana R. Garland School of Social Work; *MSW*

May 2009            **Baylor University**, George W. Truett Theological Seminary; *M.Div.*

May 2004            **Campbellsville University**, *B.A. Secondary English Education*

**ACADEMIC EXPERIENCE**

9/25-Present            **Assistant Professor**, Department of Social Work, Binghamton University.

8/18-5/25            **Adjunct Faculty**, Diana R. Garland School of Social Work, Baylor University

**PROFESSIONAL EXPERIENCE**

2023-2025            **Director of Development**, Baptist Women in Ministry, Waco, TX

2018-2023            **Director of Development**, Diana R. Garland School of Social Work, Baylor University, Waco, TX

2015-2018            **Director of Fundraising**, Habitat for Humanity NYC, New York, NY  
Promoted to Director of Fundraising 2017. Annual Giving & Special Projects Manager 2015-2017.

2013-2015            **Development Officer**, General Board of Global Ministries, The United Methodist Church, New York, NY.  
Promoted to Development Officer in 2015. Development Associate 2013-2015.

2010-2013            **Development Coordinator**, Rauschenbusch Metro Ministries, New York, NY.

2010            **Field Organizer**, Groundswell (Formerly The DC Project)

## **PUBLICATIONS**

### **Peer-Reviewed Journal Articles**

**Deal, H. E.,** Ward, J. W., & Yancey, G.I. (2025). From affirmation to equity: The spiral of congregational empowerment for women in Baptist congregations. *Religions*, 16(11), 1376-1398.

Wilson-Harper, A., Ward, J. W., **Deal, H. E.,** & Schade, L. D. (2025). Contested commitments: A study of homiletics professors' experiences with diversity, equity and inclusion. *Homiletic*.

**Deal, H.E.** (2025). Have you developed your theology of social justice? Theological foundations to sustain your social justice work. *Social Work & Christianity*, 51(4).  
<https://doi.org/10.34043/c78qpv86>

**Deal, H. E.,** & Yancey, G. I. (2024). The respect for marriage act: The connection between marriage equality, abortion rights, and religious freedom in the USA. *Critical Social Policy*, 44(3), 548-558. <https://doi-org.ezproxy.baylor.edu/10.1177/02610183241240388>

**Deal, H. E.** (2022). Christian congregations and social and political action: A review of the literature. *Social Work & Christianity*, 49(3). 289-301.  
<https://doi.org/10.3403/swc.v.49i3.303>

### **Manuscripts under Review**

**Deal, H. E.,** Yancey, G. I., & Polson, E. C. (2025). Measuring Gender Equity in Baptist Congregations: The Development and Validation of the Congregational Gender Equity Assessment (CGEA). [Manuscript submitted for publication]. Department of Social Work, Binghamton University.

Ward, J.W., **Deal, H. E.,** & Yancey, G. I. (2024). Clinical implications for helping professionals learned from the pastoral care of LGBTQ+ youth. [Manuscript submitted for publication]. Diana R. Garland School of Social Work, Baylor University.

### **Book Reviews**

**Deal, H. E.** (2021). Review of kinship and cohort in an aging society: From generation to generation. *Journal of Religion, Spirituality & Aging*, 34(1), 92-93.  
<https://doi.org/10.1080/15528030.2021.1959862>

### Other Publications

**Deal, H. E.** (2025, February 24). *America has walked away from the battle for international goodwill*. Baptist News Global. <https://baptistnews.com/article/america-has-walked-away-from-the-battle-for-international-goodwill/>

**Deal, H. E. & Drew, C.** (2008). Understanding Poverty. *Walking Alongside*. The Center for Family and Community Ministries, Baylor University. [https://www.baylor.edu/social\\_work/index.php?id=873347](https://www.baylor.edu/social_work/index.php?id=873347)

### GRANTS AND PROJECTS

2026 **Principal Investigator.** *Validating the Congregational Gender Equity Assessment to Equip Churches for Culture Change*. The Louisville Institute Research Grant Award (\$55,000). In preparation.

2026 **Consultant,** *Sacred resistance: Navigating Christian nationalism in the wake of the 2024 election*. The Louisville Institute Research Grant Award (\$55,000). With Rev. Dr. Amanda Wilson Harper, Tarleton State University).

2024 **Co-Principal Investigator.** *Creating environments of empowerment for women in Baptist congregations*. Funded by Baylor University Research Committee ONE-URC Program (\$27,711). \*Note: This grant is for my dissertation research. I conceptualized, wrote, and led the proposal with Dr. Gaynor Yancey serving as PI and advising support.

2023 **Principal Investigator.** *Engaging and Mobilizing Christian Congregations on Social Justice Issues: The Importance of Utilizing Readiness Scales*. Funded by Baylor University's Diana R. Garland School of Social Work Ph.D. Student Research Stipend (\$10,000).

### HONORS AND AWARDS

2025 Recognition for Excellence in Teaching, Baylor University

2025 Outstanding Graduate Student Instructor Award in the Social Sciences, Baylor University

2024 Ph.D. Research Fellow, The Center for Church and Community Impact, Diana R. Garland School of Social Work, Baylor University

2024 Recognition for Excellence in Teaching, Baylor University

2023 Recognition for Excellence in Teaching, Baylor University

### SELECTED PRESENTATIONS

#### Peer-Reviewed

**Deal, H. E.** (2025, November 16-18). *Beyond Affirmation: How Baptist Congregations Create Empowering Environments for Women* [Workshop]. 2025 North American Association of Christians in Social Work Annual Convention, Norfolk, VA.

**Deal, H. E.** (2024, October 10). *Navigating the RFMA: Implications Post-Dobbs vs. Jackson*. [Workshop]. 2024 North American Association of Christians in Social Work Annual Convention, Dallas, TX.

Bond, A., Ward, J. W., & **Deal, H. E.** (2023). *Promoting Sustainability in Social Work: Perspectives of Dual Educators/Students*. [Workshop]. 2023 North American Association of Christians in Social Work Annual Convention, Pittsburgh, PA.

**Deal, H. E.,** & Yancey, G. I. (2023). *Christian Nationalism and the Christian Social Worker*. [Workshop]. 2023 North American Association of Christians in Social Work Annual Convention, Pittsburgh, PA.

Ward, J. W., & **Deal, H. E.** (2023). *Minority Stress Theory and Applications to Spirituality in LGBTQ+ People*. [Workshop]. 2023 North American Association of Christians in Social Work Annual Convention, Pittsburgh, PA.

Ward, J. W., & **Deal, H. E.** (2023). *Culture wars in social work classrooms and beyond: How should social work educators respond?* [Interactive Workshop presentation]. 2023 Council on Social Work Education Annual Program Meeting, Atlanta, GA.

### Invited

**Deal, H. E.** & Stone, M. (2025, November 6-8). *2025 State of Women in Baptist Life Report* [Presentation]. 2025 Baptist Women in Ministry Annual Gathering, Atlanta, GA.

Brown, D. & **Deal, H. E.** (2018). *Be Unique. Be Creative. Be Rewarded*. 13<sup>th</sup> Annual Bridge Conference, Washington, DC.

## **TEACHING EXPERIENCE**

Department of Social Work, Binghamton University  
SW 505 Human Behavior in the Social Environment

Diana R. Garland School of Social Work, Baylor University

SWO 6332	Social Policy and the Religious Sector (Co-taught with Dr. Gaynor Yancey)
SWO 5323	Administrative Practice in Social Work
SWO 5494	Advanced Internship I: Community Practice
SWO 5490	Advanced Internship II: Community Practice
SWO 4322	Social Policy for Social Work Practice

## **BINGHAMTON UNIVERSITY SERVICE**

2025	Member, BSW Committee, Department of Social Work
2025	Member, Bylaws Committee, Department of Social Work

## **PROFESSIONAL/PUBLIC SERVICE**

### *Ad-Hoc Manuscript Reviewer*

*The Journal of Community Engagement and Scholarship, Social Work & Christianity*

## **PROFESSIONAL ASSOCIATIONS**

Member, Social Work Collaborative on Religion, Sexuality, and Gender

Member, National Association of Social Workers (NASW)

Member, North American Association of Christians in Social Work (NACSW)

Member, Influencing Social Policy

Member, Religious Research Association