

## EDUCATION

**Ph.D. in Social Work,** **August 2014**  
School of Social Work, University of Iowa  
**Dissertation:** “Disproportionality of African American Students  
in Special Education: The Influence of Aversive Racism on Referrals”

**M.S.W,** School of Social Work, University of Iowa **2001**  
Area of concentration: Integrated Social Work Practice

**B.S. in Psychology,** University of Iowa **1993**

## AWARDS

**Graduate College Summer Fellowship,** Graduate College, **2013**  
University of Iowa

**Graduate College Fellowship,** Strategic Initiative Fund **AY 2012-13**  
Graduate College, University of Iowa

**Lola Moeller Zook & Leslie G. Moeller Community Service Award** **2001**  
School of Social Work, University of Iowa

## TEACHING EXPERIENCE

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa  
Empowerment Practice I (MSW- 3 Sections) **Fall 2017**  
**Fall 2016**  
**Fall 2015 (2**  
**sections)**

Developed a course outline incorporating CSWE and university requirements; Incorporated lecture material from previous faculty teaching this course, assigned and outside readings, and professional experience to educate students about three specific practice models: Motivational Interviewing, Solution-Focused Practice, and Cognitive Behavioral Theory. Provided experiential learning opportunities for students to embrace the practice models and practice their newly acquired skills.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa

Faculty Field Liaison (MSW- 10 Students)

**AY 2016-2017**

**AY 2015-2016**

Coordinated with 10-12 students, at both Foundation and Specialization placements, to meet with the student and their Field Instructors twice during the semester at their various field placements across eastern Iowa to discuss practice outcomes, learning behaviors, and progress in placement. Provided support in completing the students' Learning Agreements, check-ins to provide university support while placed in the community, and reminders for completion of needed tracking paperwork.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa  
International Social Work and Social Welfare

**Winterim 2016**

Developed and administered an international course in Cuenca, Ecuador for a 3-week Winterim session on global social work. Created curriculum connections for working in a economically disadvantaged country and how the global economy impacts human rights. Facilitated connections with Cuencano social service agencies to meet the individual needs of the students in the course.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa  
Diversity and Social Systems (12 week course)

**Spring 2017**

Developed and administered a course addressing sociological theories of social systems, the history of unrepresented groups in the United States, and economic issues facing minority groups. This course was lecture and discussion based with teachings which utilized documentaries, short video presentations, theoretical readings and discussions, and projects which incorporated theoretical application and personal experience.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa  
Diversity and Social Systems (6 week course)

**Summer 2017**  
**Summer 2016**

Developed and administered a course addressing sociological theories of social systems, the history of unrepresented groups in the United States, and economic issues facing minority groups. This course was lecture and discussion based with teachings which utilized documentaries, short video presentations, theoretical readings and discussions, and projects which incorporated theoretical application and personal experience.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa

Generalist Practice II (MSW- 2 Sections)

**Spring 2016**

Developed and administered a course on macrolevel social work practice including theoretical application to community level work through grant writing and public service meeting attendance. The course offered opportunities for weekly class presentations and facilitated discussions of topics related to group, community, and organizational development.

**Assistant Professor-** St. Ambrose University, School of Social Work  
Davenport, Iowa  
Practice Skills Lab (MSW)

**Summer 2015**

Developed a course outline incorporating CSWE and university requirements; developed lectures and experiential learning opportunities for students to learn to incorporate their basic counseling skills and the empowerment method of social work practice.

**Adjunct Professor** –Mount Mercy University, Department of Social Work,  
Cedar Rapids, Iowa  
Basic Helping Skills (BA)

**Fall 2013/14**  
**Spring 2014**

Developed a course outline incorporating CSWE and university requirements; developed lectures to enhance the readings required in the course; developed exams and assignments to evaluate student skills and learning; provided guidance and support to students relating to the course and to the social work profession

**Adjunct Professor** –Mount Mercy University, Department of Social Work,  
Cedar Rapids, Iowa  
Social Systems and Social Functioning (BA)

**Fall 2014**

Developed a course outline incorporating CSWE and university requirements; developed lectures to enhance the readings required in the course; administered exams and assignments to evaluate student learning of theory in micro and macro level social work practice; provided guidance and support to students relating to the course and to the social work profession

**Adjunct Professor** –University of Iowa, School of Social Work,  
Iowa City, Iowa  
Human Behavior in the Social Environment (MSW)

**Fall 2014**

Developed a course outline incorporating CSWE and university requirements; developed lectures to enhance the readings required in the course; developed exams and assignments to evaluate student learning of theory in micro and macro level social work practice; provided guidance and support to students relating to the course and to the social work profession; supported social work students in

leading discussions and provided opportunities for the development of critical thinking skills

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Human Behavior in the Social Environment (BA) **Fall 2013**

Lectured on community development and organizational development; assisted in grading assignments and exams; assisted in exam item creation; kept attendance records; provided support and guidance to students about course material

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Field Placement and Practicum Placement (BA & MSW) **Fall 2013**  
**Spring 2014**

Researched existing instruments to evaluate student experiences in field and practicum placements; developed an instrument to be utilized by the School of Social Work to evaluate student experiences in field and practicum placements; updated field and practicum placement options; assisted BA and MSW students located options for field and practicum placements; participated in orienting BA and MSW students to the process of completing their field and practicum requirements

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Social Work Processes (BA) **Spring 2013**

Lectured on community development and organizational generalist practice (4); assisted in grading assignments; provided support during lectures; kept attendance records; supervised students working with community agencies; problem solved with students working on community projects

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Discrimination, Oppression, and Diversity (BA) **Fall 2012**

Constructed and graded 5 quizzes covering topics in the reading; supported the professor in grading papers on privilege; supported students in preparing for quizzes or papers; supported the cultural journey of students who were struggling with course material and incorporating it into their lives

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Introduction of Social Work (BA) **Fall 2011**  
**Spring 2012**

Lectured undergraduates from multiple disciplines on child welfare and cultural competency for social workers; supported professor in identifying guest lecturers

on social work topic areas; supported students in finding volunteer placements for their required volunteer requirement; provided support to students when preparing for exams

**Teaching Practicum** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Organization and Community Practice (MSW) **Spring 2012**

Worked closely with Dr. Susan Murty in preparing to teach Organizational and Community Practice to graduate students; lectured on entering a community and the arts in social work; provided support to students in finding and working with community groups; evaluated a student using pedagogical theories appropriate for his diverse learning needs; evaluated students on their ability to facilitate group discussions and provided feedback to the students on their effective facilitation skills

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Field and Practicum Placements (BA & MSW) **Fall 2010**  
**Spring 2011**

Helped identify field and practicum placements for Bachelor and Master level social work students; coordinated placements for students through liaison meetings with the supervisor and student.

**Teaching Assistant** – The University of Iowa, School of Social Work, Iowa City, Iowa  
Social Work Research (BA) **Fall 1999**

Taught BSW students how to use the SPSS program for their research course; aided students in understanding the basic components of research being taught in the undergraduate research course; provided support to the professor as needed for the research course

## RESEARCH EXPERIENCE

**Research Assistant-** University of Iowa School of Social Work, Iowa City, Iowa. **Spring 2011**  
**Summer 2011**

Aided in the design of training manual for interviewers; created checklists for interviewers, organized training sessions for interviewers; contributed to the recruitment of participants; created logs for demographic and financial tracking

**Research Assistant-** University of Iowa School of Social Work, Iowa City, Iowa **Fall 2000**  
**Spring 2001**

Coded research data for a federally funded domestic violence and child maltreatment grant; entered data for same grant; provided research support on developing a research

instrument; met regularly with researcher and other research assistant to increase our interrater reliability

**Research Assistant-** Women's Health Study, Rush Hospital, Chicago, Illinois      **Sept 1998-  
July 1999**

Recruited women to participate in the study; followed women through 2 months of participation in the study; completed daily paperwork on progress of research participants; kept detailed records on women's progress throughout the study

## PROFESSIONAL EXPERIENCE

**Practicum Coordinator** - University of Iowa, School of Social Work,  
Iowa City, Iowa      **August 2014-  
May 2015/  
Jan 2006-  
July 2010**

Provided support to Social Work students and Practicum Site Supervisors by serving as a liaison between the School of Social Work and the practicum site; met with students and supervisors to discuss goal, objectives and learning activities in regard to the Learning Contract and the practicum experience; mediated issues in practicum sites with the students and supervisors

**Community Outreach Director-** Eulenspiegel Puppet Theatre Company,  
West Liberty, Iowa      **Sept 2008  
Aug 2010**

Conceptualized and enacted a community development plan to bring art opportunities to all members of a diverse community; provided presentations to social and civic groups in West Liberty on the history and events of the puppet theatre; facilitated family puppet making workshops; worked with diverse groups of at-risk teenagers to produce their own puppet performance; co-facilitated Summer Puppet Camp for 6-12 year olds; marketed and advertised shows and workshops developed by the puppet company

**Youth Bereavement Counselor-** Iowa City Hospice, Iowa City, Iowa      **Jan 2007  
Aug 2008**

Presented detailed information to social workers, nurses, clergy, and community members about grieving children through the How Children Grieve and How Adults Can Help workshop; presented information about counseling grieving children to HBSE social work course; provided one time and on-going counseling to children, parents and families grieving the loss of a family member; Facilitated a parent support group for parents of grieving children; coordinated activities for Kids Understanding Loss and Respect Our Life Losses support groups for grieving children 5-16 years old; organized agencies, organizations, businesses, and community members to participate in a monthly

group to address issues of grieving children in the Iowa City area; kept detailed records of all contacts in the community for funding sources

**Therapist-** Four Oaks Youth Homes, Iowa City, Iowa

**Nov 2006**  
**Jan 2007**

Educated parents and foster parents on effective ways of managing the symptoms of their child's mental health issues; provided therapy, skill development, and supervision to families identified as needing services by the Department of Human Services; learned and used play and art therapy techniques in working with young children who had experienced trauma; provided therapy to clients with Title XIX insurance

**Program Coordinator-** Four Oaks Youth Homes, Iowa City, Iowa

**Sept 2002**  
**Oct 2006**

Collected data to report outcomes for my programs for state funding and grant funding sources; trained new therapists on their job expectations in individual and group training sessions; supervised a team of 4 master level therapists with over 75 families being served at a time; provided supervision in the areas of therapeutic interventions, managing caseloads, time management, and other areas that were relevant to the position; supervised the Independent Living Program for 16-20 year olds who were state involved and could not live at home for various reasons; provided timely feedback on how my team was achieving agency standards

**Therapist-** Four Oaks Youth Homes, Iowa City, Iowa

**May 2001**  
**Sept 2002**

Provided therapy, skill development, and supervision to families identified as needing services by the Department of Human Services; used the Strengths Perspective to aid families in feeling empowered to move in a new direction; used techniques of Imago Therapy to help couples succeed in their relationship; learned and used play and art therapy techniques in working with young children who had experienced trauma; participated in peer training sessions monthly in staff meetings

**Practicum Student-** Family Resources Sexual Assault/Domestic Abuse Advocacy Program of Muscatine County, Muscatine, Iowa

**Aug 2000**  
**May 2001**

Gained skills in community development; presented information to groups and organizations on the dynamics of domestic violence and sexual assault monthly; provided crisis intervention services to West Liberty, Atalissa, Nichols; Started a women's book club; created curriculum for and implemented a women's educational support group; started an anti-violence group in the West Liberty Middle School; participated in the West Liberty Youth Task Force

**Family Planning Counselor-** Planned Parenthood of Greater Dallas, Dallas, TX **Jan 1998**  
**July 1998**

Provided women with reproductive health options; counseled women on birth control options; referred women to appropriate resources not provided by Planned Parenthood; worked to empower women to make decisions about pregnancy options

**Executive Director-** Advocates: Victim Assistance Team of Grand County,  
Hot Sulfur Springs, CO **Feb 1996**  
**July 1997**

Educated community groups and individuals on the dynamics of domestic violence and sexual assault through formal trainings and informal opportunities; provided crisis intervention counseling to victims/survivors of domestic and sexual assault; maintained financial records of the agency; managed paid and volunteer staff; facilitated Domestic Violence Task Force; Member of the judicially appointed committee on Batterer Education Treatment; provided legal and medical advocacy to victims/survivors of domestic and sexual assault

**Americorps\*VISTA Volunteer-** Grand County Partners for Youth,  
Hot Sulfur Springs, Colorado **Aug 1995**  
**Jan 1996**

Worked with placing at-risk youth with appropriate adult mentors; chaperoned youth on day trips; Provided support to adult mentors through retreats and monthly meetings; Coordinated fundraising activities for the agency; planned and implemented the First Annual Grand Youth Retreat in collaboration with many other agencies in the community

**Youth Outreach Worker-** REACH Community and Youth Agency,  
Half Hollow Hills, New York **March 1994**  
**July 1995**

Attended school lunches to meet with middle school and high school youth for programming ideas; provided support groups for both male and female youth in the middle school and high school; co-facilitated opening a recreation center for middle and high school youth; provided after-school programming for youth; attended monthly training on working with at-risk youth; supported youth through one-on-one weekly meetings

SERVICE

**To St. Ambrose University**

**Interdisciplinary Day Committee** **August 2016-present**  
College of Health and Human Services



St. Ambrose University, Davenport, Iowa

**Diversity Workgroup**

Office of Diversity

St. Ambrose University, Davenport, Iowa

**August 2016-present**

**Admissions Committee**

School of Social Work

St. Ambrose University, Davenport, Iowa

**August 2016-present**

**Nursing Faculty Search Committee**

SAU College of Nursing

Davenport, Iowa

**March 2016-present**

**Health Sciences Summer Camp Committee**

SAU College of Health and Human Services

Davenport, Iowa

**Feb 2016-present**

**Curriculum Committee Member**

School of Social Work

St. Ambrose University, Davenport, Iowa

**2015-Present**

**School of Social Work Diversity Committee**

School of Social Work

St. Ambrose University, Davenport, Iowa

**2015-Present**

**To University of Iowa**

**Student Representative**

Doctoral Studies Committee

University of Iowa, Iowa City, Iowa

**2013-2014**

**Guest Speaker**

School of Social Work Advanced Practicum Information Session

University of Iowa, Iowa City, Iowa

**2014**

**Guest Speaker**

School of Social Work Foundation Practicum Information Session

University of Iowa, Iowa City, Iowa

**2013**

**Guest Speaker**

School of Social Work Field Placement Information Session

University of Iowa, Iowa City, Iowa

**2013**

<b>Critical Mass Volunteer</b> Office of the Dean of Students University of Iowa, Iowa City, Iowa	<b>AY 2012-2013</b>
<b>Guest Speaker</b> School of Social Work Advanced Practicum Information Session University of Iowa, Iowa City, Iowa	<b>2013</b>
<b>Guest Speaker</b> School of Social Work Field Placement Information Session University of Iowa, Iowa City, Iowa	<b>2012</b>
<b>Guest Speaker</b> School of Social Work Field Placement Information Session University of Iowa, Iowa City, Iowa	<b>2011</b>
<b>To Community</b>	
<b>School Board Member</b> West Liberty Community School District West Liberty, Iowa	<b>2015-present (4 yr. term)</b>
<b>Board Member</b> Eulenspiegel Puppet Theatre Company West Liberty, Iowa	<b>2010-2011 2007-2008</b>
<b>Board Member</b> West Liberty Area Chamber of Commerce West Liberty, Iowa	<b>2008-2010</b>
<b>Hotline Volunteer</b> Genesis Women's Shelter Dallas, Texas	<b>1997-1998</b>
<b>Board President</b> Grand County Resource Center Hot Sulfur Springs, Colorado	<b>1996-1997</b>
<b>Board member</b> Partners for Youth Hot Sulfur Springs, Colorado	<b>1996</b>
<b>Volunteer</b> Grand County Resources for Youth Granby, Colorado	<b>1995-1997</b>

<b>Volunteer</b> Long Island Association for Aids Care Commack, New York	<b>1994-1995</b>
<b>Crisis Intervention Counselor</b> The Crisis Center Iowa City, Iowa	<b>1992-1993</b>
 <b>SCHOLARSHIP</b>	
<b>Presentation</b> Racial Justice Committee of Iowa Department of Human Services <i>The Role of Implicit Bias in Social Work Practice</i> Des Moines, Iowa	<b>September 14, 2017</b>
<b>Presentation</b> Tanager Place's Annual Building an Inclusive Community <i>The Impact of Implicit Bias &amp; Micro-aggressions on Decision-Making and Relationship Building</i> Cedar Rapids, Iowa	<b>June 21, 2017</b>
<b>Presentation</b> Scott County Department of Human Services <i>The Role of Implicit Racial Bias in Decision-Making</i> Davenport, IA	<b>April, 2017</b>
<b>Presentation</b> Council for Social Work Education <i>Social Work and the Role of Implicit Racial Bias</i> Annual Program Meeting Atlanta, GA	<b>November, 2016</b>
<b>Presentation</b> Diversity Challenge <i>The Role of Implicit Racial Bias in Teaching</i> Boston College, Boston, MA	<b>October, 2016</b>
<b>Presentation</b> National Association of Social Workers- Iowa Chapter <i>Social Work and the Role of Implicit Racial Bias</i> Des Moines, Iowa	<b>April, 2016</b>
<b>Presentation</b> SAU School of Social Work <i>Justice for All? Impacts of Implicit Racial Bias in Social Work Practice</i> Davenport, Iowa	<b>February, 2016</b>