

# Mary C. Nienow, PhD, LISW

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## EDUCATION

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### Ph. D., Social Work

March 2018

*University of Minnesota, School of Social Work, St. Paul, MN*

Advisor: Dr. Ross Velure-Roholt

Thesis: The professional socialization of macro practice social workers: A narrative inquiry

### Master of Social Work

August 2003

*University of Minnesota, School of Social Work, St. Paul, MN*

Community Organizing and Advocacy Concentration

### Bachelor of Social Work [Magna Cum Laude]

December 1997

*University of Wisconsin-Eau Claire, Eau Claire, WI*

Women's Studies Minor

## TEACHING AND ADMINISTRATIVE EXPERIENCE

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### Henrietta Schmoll School of Health Sciences, St. Catherine University, St. Paul, MN

*Program Director-BA/BS Social Work*

June 2019-Present

Oversee program administration and development; including budgeting, scheduling of courses, hiring, training and supervising of faculty and staff; facilitating program and Department meetings and attending HSSH meetings and other University functions to represent the social work program. Recruit and retain students and ensure a climate of success. Facilitate curriculum innovation and revisions in line with accreditation standards. Maintain reporting and compliance with accrediting bodies and University oversight committees.

### Henrietta Schmoll School of Health Sciences, St. Catherine University, St. Paul, MN

*Associate Professor*

April 2023-Present

### Henrietta School of Health, St. Catherine University, St. Paul, MN

*Assistant Professor*

June 2019-March, 2023

Undergraduate courses taught:

- Senior Field Preparation
- Social Work Research
- Social Welfare Policy for Social Change

**College of Education and Human Sciences, University of Wisconsin, Eau Claire, WI**

*Assistant Professor*

Aug. 2017-May 2019

Undergraduate courses taught:

- Introduction to Social Work
- Social Welfare Policy
- Social Work Research Methods
- Social Work with Communities and Organizations

**College of Education and Human Development, School of Social Work, University of Minnesota-Twin Cities, St. Paul, MN**

*Community Faculty*

Jan. 2006-May 2017

Graduate courses taught:

- Advanced Policy Advocacy
- Social Work Field Practicum

**College of Education and Human Sciences, University of Wisconsin, Eau Claire, WI**

*Adjunct Faculty*

Sept. 2017-May 2017

Undergraduate course taught:

- Social Work Research Methods

**School of Social Work, University of St. Thomas, St. Paul, MN**

*Adjunct Faculty*

July 2016-May 2017

Graduate courses taught:

- Social Welfare Policy and Program Development
- Applied Research Seminar

**College of Education and Human Sciences, University of Wisconsin, Eau Claire, WI**

*Clinical Instructor*

Aug. 2012-Aug. 2014

Undergraduate courses taught:

- Social Work with Communities and Organizations (traditional, hybrid and on-line)
- Field Seminar
- Directed BSW Field Internship program

**School of Social Work, University of Wisconsin-Madison, Eau Claire, WI**

*Associate Lecturer*

Oct. 2010-July 2011

Graduate courses taught:

- Generalist Practice with Communities and Organizations
- Social Welfare Policy

**SCHOLARSHIP**

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**Nienow, M.C.** (2024) *Building a model of antiracist social work education: A focus on the HBCU educational experience*. St. Catherine University Sabbatical Project.

**Nienow, M.C.** (2024). Pre-socialization of macro practice social workers: A narrative inquiry. *Journal*

*of Baccalaureate Social Work*. Accepted, awaiting publication.

Apgar, D. & **Nienow, M.C.** (2023). Becoming “woke” by the ASWB pass rates: A closer look at racial inequities in social work. *Journal of Evidence-Based Social Work*  
<https://doi.org/10.1080/26408066.2023.2265911>

**Nienow, M.C.**, Sogabe, E., Hussain, A. (2023). Racial disparity in social work licensure exams. *Research on Social Work Practice*. <https://doi.org/10.1177/10497315221125885>

Apgar, D., & **Nienow, M.C.** (2023). Newly released data on examination pass rates supports need for widespread reform. *Research on Social Work Practice*.  
<https://doi.org/10.1177/10497315221124137>

Apgar, D., & **Nienow, M. C.** (2023). Critical time in regulation of social work practice: Forging a path forward. *Research on Social Work Practice*, <https://doi.org/10.1177/10497315221106938>

**Nienow, M.C.**, Sogabe, E., Duffy Randall, A. (2021). Licensing. In D. Bailey & T. Mizrahi (eds.) *Encyclopedia of Macro Practice*. Oxford Research Encyclopedias.

Zettervall, S.K. & **Nienow, M.C.** (2019). *Whole Person Librarianship: A Social Work Approach*. Santa Barbara: Libraries Unlimited.

**Nienow, M.C.**, Kovan, N., Crudo, T., Rattenni (2019). Impact of early trauma on the brain. *Center for Advanced Studies in Child Welfare*. <https://cascw.umn.edu/portfolio-items/impact-of-early-trauma-on-the-developing-brain-75-hr/>

Council on Social Work Education [**Nienow, M.C.** contributing author] (2018). Specialized practice curricular guide for macro social work practice. *2015 EPAS Curricular Guide Resource Series*. Washington, D.C.

**Nienow, M.C.** (2018). *The professional socialization of macro practice social workers: Narrative inquiry*. University of Minnesota. Retrieved from the University of Minnesota Digital Conservancy, <http://hdl.handle.net/11299/195383>.

Cadigan, K., **Nienow, M.C.**, Slawik, N. (2017). Minnesota’s legislative bipartisan early childhood caucus in J.W. Owen & A.M. Larson (Eds.), *Researcher-policymaker partnerships: Strategies for launching and sustaining successful collaborations*. New York: Routledge.

Lightfoot, E., **Nienow, M.C.**; Moua, K.N., Colburn, G.C., Petri, A. (2016). Community Practice Social Workers: Identity and Licensing. *Journal on Community Practice*, 24(2) 123-146.

## **JURIED PRESENTATIONS**

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Lee, K., **Nienow, M.C.**, Winkler, C., Vang, PD.V, Mears, M., Sarna, C. (March, 2024). *Leading by example: Cultivating resilience, diversity and inclusion in the BSW implicit curriculum*. The Association of Baccalaureate Social Work Program Directors 41st Annual Conference. New

Orleans, LA.

Mizrahi, T., Bailey, D., Hussain, A. Law, K., Jones, G., **Nienow, M.C.**, Miller, N. (October, 2023). *Promoting anti-racist curriculum through a macro lens in classroom and practice settings*. CSWE 69<sup>th</sup> Annual Program Meeting. Atlanta, GA

**Nienow, M.C.**, Apgar, D., Bailey, D. (June, 2023). *Disparities in social work licensing exams: Where do we go from here?* Macro United Conference. St. Louis, MO.

Apgar, D., **Nienow, M.C.**, Wreay, S. (June, 2023). *Social work regulations: Research and implications*. Macro United Conference. St. Louis, MO.

**Nienow, M.C.**, Apgar, D. & Hussain, A. (2022). *Investigating the Presence of Racial Disparities in Social Work Licensure Exams*. Council on Social Work Education 68<sup>th</sup> Annual Program Meeting. Anaheim, California.

Goodenough, K., **Nienow, M.C.**, Pharris, S., Knowles, J.J. & Butts, S.C. (June, 2022). Panel. *The Future of Licensing: Building NASW's Playbook for What's Ahead*. NASW National Conference. Washington, D.C.

**Nienow, M.C.** (2022). Presentation. *Professional Socialization of Macro Practice Social Workers*. European Conference on Social Work Research. Amsterdam, Netherlands.

**Nienow, M.C.**, Apgar, D., Herman, R., Bailey, D. (June, 2021). Panel. *Macro Practice Social Work Licensure Roundtable*. 2021 Macro United Virtual Conference. Online.

**Nienow, M.C.**, Zettervall, S., Rivera, R. Clarkson, D. (2021, March). Panel. *Social Workers in the Library*. Minnesota Social Service Association's 128<sup>th</sup> Annual Training Conference and Expo. Virtual.

**Nienow, M.C.** (2020, November). Presentation. *How Regulation of Macro Practice Social Work Impacts Diversity, Equity, and Inclusion*. Council on Social Work Education 66<sup>th</sup> Annual Program Meeting. Virtual Meeting.

**Nienow, M.C.** (2020, September). Presentation. *Professional Socialization of Macro Practice Social Workers*. NASW-MN 2020 Annual Conference. Virtual Format.

Plitt-Donaldson, L., Fogel, S., Hill, K. **Nienow M.C.** (2020, January). Panel. *Defining social work to socialize a new generation of social workers to end racial and economic inequality*. 24<sup>th</sup> Annual Conference of the Society for Social Work Research. Washington, D.C.

**Nienow, M.C.** & Zettervall S.K. (2018, November). Workshop. *Whole person librarianship: A collaborative model of social work and librarianship*. 64<sup>th</sup> Annual Program Meeting, Council on Social Work Education. Orlando, FL

Zettervall, S.K. & **Nienow, M.C.** (2018, October). Presentation. *Whole person librarianship: Structured empathy on the front lines*. Minnesota Library Association Annual Conference. St. Cloud, MN

- Zettervall, S.K. & **Nienow, M.C.** (2018, June). Presentation. *Whole person librarianship: Social work concepts for social justice library service*. Presentation at the American Library Association, Annual Conference, New Orleans, LA.
- Nienow, M.C.** (2018, April). Presentation. *Social work library collaboration*. Wisconsin Council on Social Work Education, Wisconsin Dells, WI.
- Nienow, M.C.** & Zettervall, S.K. (2017, July). Workshop. *Seeking refuge in the library: A collaborative model of social work and librarianship*. 20<sup>th</sup> Biennial Symposium of the International Consortium for Social Development. Zagreb, Croatia.
- Goodenough, K. & **Nienow, M.C.** (2016, November). Presentation. *Purposeful socialization of macro practice social workers: A foundation for collaborative success*. 62<sup>nd</sup> Annual Program Meeting, Council on Social Work Education. Atlanta, GA
- Lightfoot, E. & **Nienow, M.C.** (2015, October). Presentation. *Community practice social workers' views towards professional identity and social work licensing*. 61<sup>st</sup> Annual Program Meeting, Council on Social Work Education. Denver, CO.
- Lightfoot E. & **Nienow, M.C.** (2014, June). Paper. *Community practice social workers views of professional identity & social work licensing*, National Association of Social Work-MN Chapter-24<sup>th</sup> Annual State Conference, St. Paul, MN.
- Nienow, M.C.** (2014, June). Paper. *Identity and licensing of community practice social workers in the United States*. Bridging Social Work Practice Around the World, Augsburg College, Minneapolis, MN.
- Zettervall, S. & **Nienow, M.C.** (2013, October). ...*And social justice for all: Workshop. How can librarians and social workers collaborate?* Minnesota Library Association Annual Conference, St. Cloud, MN.
- Lee, S., Kim, J. **Nienow, M.C.** (2012, November). Panel. *Graduate student perspectives on diversity/social justice integration in the MSW curriculum*. 58<sup>th</sup> Annual Program Meeting, Council on Social Work Education.
- Fink, A. & **Nienow, M.C.** (2012, March). Workshop. *Hope in the everyday practice of social work practitioners*. 119<sup>th</sup> Annual Training Conference and Expo, Minnesota Social Service Association, Minneapolis, MN.
- Charles, R., Hill, K. & **Nienow, M.C.** (2007, June). Panel. *Social workers in politics: You don't have to vote for us!* NASW-MN 11th Annual Conference, St. Paul, MN.
- Nienow M.C.** & Bomstad-Miller, A. (2006, June). Workshop. *Implementing advocacy into every day practice*. NASW-MN 10th Annual Conference, St. Paul, MN.

**Nienow, M.C.** & Bomstad-Miller, A. (2005, June). Workshop. *Implementing advocacy into every day practice*. Minnesota Social Services Association Conference, Minneapolis, MN.

**Nienow M.C.** & Bomstad-Miller (2004, June). Presentation. *Implementing advocacy into every day practice*. NASW-MN 8th Annual Conference, St. Paul, MN.

Rhoades, K. & **Nienow, M.C.** (1996, January). Panel. *The effects of domestic violence on “Welfare Works” recipients*. Institute for Women’s Policy Research Conference, Washington, D.C.

## **INVITED AND OTHER COMMUNITY PRESENTATIONS**

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DeCarlo, M. & **Nienow, M.C.** (2024). Webinar. *Why can’t we fix the exam*. New York Social Workers for Justice. Virtual.

DeCarlo, M. & **Nienow, M.C.** (2024). Presentation. *ASWB Data: Access, Independence & Findings*. National Association of Deans and Directors Task Force. Virtual.

**Nienow, M.C.**, Fitzpatrick, S. (2022, 2023). *Alternative approaches to grading*. St. Catherine University. St. Paul, MN

**Nienow, M.C.** & Sames, K. (2023). *Anti-racist Teaching Seminar Part III*. St. Catherine University. Virtual.

**Nienow, M.C.**, Abeyta, A. (2022). Panel. *University of Minnesota Pre-Application Academic Job Search*. Virtual.

**Nienow, M.C.** (2022). Presentation. *ReImagining the Structures of our Profession*. NASW-MN 2022 Virtual Symposium.

**Nienow, M.C.** (2021). Presentation. *How Regulation of Macro Practice Social Work Influences Diversity, Equity and Inclusion*. GHR Grants Scholarship Showcase. Virtual.

Zettervall, S.K., **Nienow, M.C.** (2021, April). Presentation. *Library-Social Work Collaborations Update*. Allegheny Library Association. Virtual.

**Nienow, M.C.** (2021, April). Keynote. *Social Policy and its Impact on Communities of Color*. 4<sup>th</sup> Annual Hmong Social Work Conference. Online.

**Nienow, M.C.** (2023, 2021, 2020, February). Keynote. Delta Epsilon Zeta. St. Catherine University, St. Paul, MN; Virtual (2021).

Zettervall, S.K. & **Nienow, M.C.** (2017, October). Keynote. *Whole person librarianship: Fostering empathy in challenging times*. Annual Conference of the Wisconsin Library Association. Wisconsin Dells, WI.

Zettervall, S.K. & **Nienow, M.C.** (2017, June). Panel. *Whole person librarianship: Libraries and*

*social workers in collaboration*. American Library Association Annual Conference. Chicago, IL.

**Nienow, M.C.** (2016, April). Panel. *Social Work Action Day*. Panelist at Minnesota State University Mankato Department of Social Work Workshop, Mankato, MN.

Zettervall, S. & **Nienow, M.C.** (2015, August). *Conversation Starter. ...And social justice for all: How can librarians and social workers collaborate?* American Library Association Annual Conference. San Francisco, CA.

**Nienow, M.C.** (2014, May). Paper. *Defining social work: The early meaning and definition of social work within the National Conference on Charity and Correction*. Paper presented University of Minnesota School of Social Work Research Social Welfare History, St. Paul, MN.

Lightfoot, E. & **Nienow, M.C.** (2013, November). Presentation. *Community practice social workers: Identity and licensing*. University of Minnesota School of Social Work Research Colloquium, St. Paul, MN.

**Nienow, M.C.** & Mealman, H. (2011, April). Presentation. *Advocacy 101*. 2011 Social Work Day at the Capitol, NASW-MN. Minnesota History Center, St. Paul, MN.

**Nienow, M.C.** (2008, August). Keynote Speaker. Integrating advocacy into everyday practice. MSW Student Orientation, University of Minnesota; St. Paul, MN.

**Nienow, M.C.** (2006, October). Keynote Speaker. So, how are the children? An analysis of children and youth in Minnesota and Grand Rapids. Grand Rapids Rally for Children.

## **PROFESSIONAL EXPERIENCES**

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**Policy Consultant**, Hennepin County Medical Center, Minneapolis, MN. 2015-2016  
Duties included providing legislative and community support for key hospital priorities, such as legislation to expand Medicaid services, health care homes, and equitable care for all HCMC patients.

**Executive Director**, Child Care WORKS, St. Paul, MN. 2010-2012  
Duties included overseeing the operations of a statewide child care policy and advocacy organization, such as supervision of staff and volunteers, program development, lobbying, community organizing, public speaking, media relations, and budgeting.

**Researcher**, Senate Majority Research, Minnesota State Senate, St. Paul, MN. 2007-2010  
Duties included media writing, constituent services, inter-agency relations, policy and budget support to 46 DFL Senators in the issue area of health and human services.

**Director**, Minnesota Children's Platform Coalition, St. Paul, MN. 2006-2007

Duties included managing a coalition of over 30 child-serving organizations across the state of Minnesota such as agenda development, lobbying and advocacy, education, community organizing and outreach.

**Campaign Director**, Every Child Matters Education Fund, St. Paul, MN. 2006-2007  
Duties included a public education campaign during the 2006 election to encourage more parents, child care providers, and community members to vote for candidates who supported policy and funding for children and their families. Issue campaign work during the Gubernatorial race.

**Co-Founder and Co-Director**, Grasstops, Inc., St. Paul, MN. 2003-2006  
Duties included administrative, executive and operational functions of a non-profit multi-service advocacy organization for small nonprofits and community groups. Additional functions included lobbying, training, and government relations.

**Assistant Education Specialist**, Center for Early Education and Development, University of Minnesota, Minneapolis, MN. 2003-2005  
Duties included overseeing grants received from the MN Department of Education to improve quality and access to early childhood programs.

**TEACH Counselor**, Voices for Virginia's Children and Youth, Richmond, VA. 2000-2001  
Duties included management of an educational scholarship program for child care providers throughout the state of Virginia. Additional advocacy work on early childhood programming with the Virginia Assembly and campaign work during the Gubernatorial race.

**AmeriCorps Participant**, Child Caring Connection, Williamsburg, VA 1999-2000  
Duties included information and referral services for parents seeking child care placements and financial assistance as well as training to improve quality of child care settings throughout the Williamsburg area.

**Community Services Coordinator**, Monroe County Domestic Abuse Project, Sparta, WI. 1998-2000  
Duties include counseling, legal advocacy, facilitating support groups and community outreach for survivors of domestic violence.

## **FUNDING**

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**Minnesota Department of Health Mental Health Cultural Community Continuing Education Grant Program.** Dec. 2022-Feb. 2024  
Developed budget for \$110,000 grant to the Minnesota Department of Health. The proposal requests funding for a nine-part supervision training series which includes eight three-hour online sessions and one six-hour session to be held at the end and in person. Waiting for notification of receipt.

**Assistant Mentorship Program, St. Catherine University, Saint Paul, MN** Sept. 2022-Dec. 2022  
Awarded a teaching assistant who will work with me on SOWK 3800: Social Work Research. Student will assist with classroom instruction, hold office hours, coordinate, promote and develop the Social Work Research Symposium.



**Assistant Mentorship Program, St. Catherine University, Saint Paul, MN** Sept. 2020-May 2022  
Awarded a program assistant who worked with me to direct the BSW program and help promote professional development and encourage students to engage in leadership and academic opportunities for career development.

**ASWB Regulatory Research Literature Review Grant Proposal** March 2021  
Submitted a \$100,000 grant to conduct a comprehensive literature review of the current research, including grey literature (public documents), on professional regulation in social work. The project proposed included but 13 separate manuscripts, devoted to specific topical areas identified by the RFP of the Association of Social Work Boards. [Project was not funded]

**Strengthening the CDC Minor. Academic Excellence Grant. St. Catherine University, St. Paul, MN.** July, 2021-June 2022  
Received \$15,000 to hire a consultant to develop field experience sites for students interested in becoming Licensed Alcohol and Drug Counselors. Consultant also provided dual LADC/Social Work supervision and taught a social work field section exclusively for social work majors also pursuing a Chemical Dependency Counseling minor.

**Level up and Lead. Academic Excellence Grant. St. Catherine University, St. Paul MN** Jan-June 2021  
Awarded \$1200 to participate in an online course designed by Dr. Kathy O’Bear for white individuals leading anti-racism white accountability groups within their organization.

**GHR Foundation Academic Excellence Faculty Travel Award, St. Catherine University, St. Paul, MN** Nov. 2020  
Funding received to present *How Regulation of Macro Practice Social Work Impacts Diversity, Equity, and Inclusion* at the Council on Social Work Education 66<sup>th</sup> Annual Program Meeting.

**GHR Foundation Academic Excellence Faculty Travel Award, St. Catherine University, St. Paul, MN** Jan. 2020  
Awarded \$2000 for presentation of Professional socialization of macro practice social workers: A new theoretical model. European Conference on Social Work Research, Bucharest, Romania. **Conference cancelled due to COVID-19. Funding repurposed for item above.**

**Academic Professional Development Committee Grant, St. Catherine University, St. Paul, MN** Nov. 2019  
Awarded \$1400 to present *Defining social work to socialize a new generation of social workers to end racial and economic inequality* at the Society for Social Work Research 24<sup>th</sup> Annual Conference, Washington D.C.

**Office of Research and Sponsored Programs Student-Faculty Collaborative Research Funding. University of Wisconsin-Eau Claire.** 2018-2019  
Awarded \$1500 to mentor a social work undergraduate student on community-based research on innovative mental health models.

**Office of Research and Sponsored Programs Student-Faculty Community Based Research Funding. University of Wisconsin-Eau Claire.** April, 2018  
Awarded \$2000 for travel to Trieste, Italy to study the WHO recognized mental health system for purposes of replication in the Trempeleau County Health Care Center

**Office of Research and Sponsored Programs Student-Faculty Collaborative Research Funding. University of Wisconsin-Eau Claire.** 2017-2018  
Awarded \$2500 to work with and mentor two social work undergraduate students on a research study describing collaborative models of library social work across the United States.

## **SERVICE ACTIVITY**

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### **Profession**

**Special Commission to Advance Macro Practice** 2023-Present  
*Board Member*  
The Special Commission seeks to increase social workers' presence as leaders and social service administrators, improve social workers' abilities to influence and shape public policy, and enhance social workers' skills in promoting community well-being.

**Advances in Social Work** 2020-Present  
*Journal Reviewer*

**Macro Practice Social Work Licensing Committee, Special Commission to Advance Macro Practice** 2019-Present  
*Chair*  
Develop and lead meetings with members across the country interested in exploring issues related to regulation of social workers who specialize in macro practice.

**Advances in Social Work: Special Issue on Dismantling White Supremacy in Social Work Education** 2020  
*Journal Reviewer*

**Macro Social Work Curricular Taskforce** 2017-2018  
*Member*  
Nominated and selected to serve as member of the national Macro Social Work Curricular Taskforce which was tasked by the Council on Social Work Education to develop a curricular guide for macro practice education

### **University**

**High Impact Practices Think Tank, St. Catherine University, St. Paul, MN** 2021-Present  
*Member*  
Interdisciplinary team of individuals who review best practices and evidence surrounding high-impact practices such as research, internship, portfolios and study abroad. Team strategizes ways to build high

impact practices into the University and serves as technical advisors for faculty wanting to implement high impact practices into their teaching.

**Scholarship Circle, St. Catherine University, St. Paul, MN** 2021-Present

*Chair 2021-2022*

*Member 2022-Present*

Faculty across the University work in small interdisciplinary teams to support each other's scholarship. Meetings consist of presentations on topics of scholarship, discussion on scholarship productivity, challenges and opportunities. Team provides peer review, advice, and support to advance faculty scholarly agendas.

**College for Adults Advisory Council, St. Catherine University, St. Paul, MN** 2019-Present

*Member*

Provide input on services and policies for College for Adults students.

**White Anti-racism Accountability for Learning and Kinship (WAALK)** Aug. 2020-Present

*Facilitator from 2020-2022 (August)*

*Member from 2022 (August-Present)*

White Anti-racist Accountability for Learning and Kinship (WAALK) is a group that provides white faculty and staff with opportunities to strengthen our critical understanding of the myriad ways in which we benefit from and are complicit in white supremacy and systems and to take action to become more anti-racist.

**Assessment Committee of the University Curriculum and Policies Committee, St. Catherine University, St. Paul, MN** Aug. 2020-2023

*Elected Member, 2020-2021*

*Co-Chair, 2021-2023*

The Assessment Committee develops initiatives, policies, and procedures for assessment of curriculum, informed by current practices and developments within the University, among sister institutions, and throughout the entire academy industry.

**CAST Advisory Committee, St. Catherine University, St. Paul, MN** 2021-2023

*Chair*

Interdisciplinary faculty who provide support, advice, and technical assistance on the Child Advocacy Studies Certificate which trains students to recognize, respond and advocate for child and family welfare.

**The Reflective Woman and Global Search for Justice Core Course Assessment** 2021-2023

*Member*

Each year, an interdisciplinary team reviews the outcomes of the two St. Catherine University core courses. The team reviews artifacts from these courses and assesses them based upon the identified outcome expected and uses a rubric to rate achievement of the outcome. Interrater agreement is calculated and the team discusses the findings and makes recommendations for improvement to the assignment and curriculum of the courses.

**Student Success Advisory Committee, St. Catherine University, St. Paul, MN** 2020  
*Member*

Asked to provide input on the implementation of the Student Success System which included: Reviewing all the components of the program, providing feedback on the launch of the program during fall semester, reviewing and providing feeding on the emailed responses sent to students after faculty raised “flags” in the system.

**CHADS Faculty Handbook Committee, St. Catherine University, St. Paul, MN** 2019  
*Member*

Worked with Associate Provost, Dean of Arts and Sciences, and other Chairs and Program Directors (CHADS) to discuss the on-boarding needs of new Chairs and Program Directors. Provided feedback and input on the outline and content of a handbook that could be provided to all CHADS in an effort to streamline and clarify the duties of the CHAD.

**College Coach for Blugold Beginnings, University of Wisconsin, Eau Claire, WI.** 2017-2019  
*Mentor*

Provided mentorship to first-generation college students to ensure their success and retention at the University.

### **Department/School**

**Department of Social Work, Assessment Committee, St. Catherine University, St. Paul, MN** 2021-Present  
*Chair*

BSW and MSW faculty meet to discuss assessment procedures across the two programs. Brainstorming, looking at best practices, and recommendations for future assessment processes are discussed and presented to the Department of Social Work.

**Department of Social Work, Research Curriculum Committee, St. Catherine University, St. Paul, MN** 2019-Present

*Member 2019-2021*

*Chair 2021-2023*

*Member 2023-Present*

BSW and MSW faculty teaching research courses meet to discuss curriculum across the two programs. Brainstorming, looking at best practices, and recommendations for future research text, assignments or approaches are discussed and presented to the Department of Social Work.

**Department of Social Work, Policy Curriculum Committee, St. Catherine University, St. Paul, MN** 2019-Present

*Member 2019-2021*

*Chair 2021-2023*

*Member 2023-Present*

BSW and MSW faculty teaching policy courses meet to discuss curriculum across the two programs. Brainstorming, looking at best practices, and recommendations for future policy text, assignments or approaches are discussed and presented to the Department of Social Work.

**Henrietta Schmoll School of Health Dean Search Committee, St. Catherine University, St. Paul, MN** 2023

*Member*

Served on search committee to hire Dean. Provided input on the questions asked, interviewed the candidate and met with committee members to make a recommendation to the Provost on the best candidate to hire.

**MSW Faculty Job Search, Social Work Department, St. Catherine University, St. Paul, MN** 2021

*Member*

Served on search committee to hire MSW faculty. Provided input on the questions asked, interviewed the candidate and met with committee members to make a recommendation to the Program Director on the best candidate to hire.

**Associate Dean Search, Henrietta Schmoll School of Health (HSSH), St. Catherine University, St. Paul, MN** 2020

*Member*

Selected by Dean of the HSSH to serve on a national search for an Associate Dean of the HSSH. Reviewed and ranked applications, interviewed candidates in two rounds, made recommendations on candidates and checked selected candidates references.

**GHR Foundation Academic Excellence Grant Research and Scholarship Committee  
Henrietta Schmoll School of Health (HSSH), St. Catherine University, St. Paul, MN** 2019-2021

*Member*

Meet monthly to provide leadership and direction for activities that support faculty and student research and scholarship.

**AEG Student Outcome Assessment Committee, Henrietta Schmoll School of Health (HSSH), St. Catherine University, St. Paul, MN** 2019

*Member*

Selected by Dean of the HSSH to research evidence based instruments for measuring student competencies in the areas of interprofessional collaboration, social determinants of health and ecological approaches to culturally appropriate health care. Reviewed instruments and made recommendations to Dean as to which instruments would be the most appropriate in capturing the competencies of current and future HSSH students.

**College of Education and Human Development Technology Committee, University of Wisconsin Eau Claire** 2017-2019

*Member*

Served as Department of Social Work representative to assess and make recommendations regarding technology needs of Departments in the College of Education and Human Development. Reviewed and approved grant requests for technology improvements and infrastructure.

**Department of Social Work Admissions Committee, University of Wisconsin, Eau Claire, WI** 2017-2019

*Member*

Each semester reviewed 35-50 applications to the undergraduate social work major. Ranked students using a holistic admissions process and made recommendations for admission.

**Department of Social Work, University of Wisconsin-Eau Claire Attendance at National Association of Social Workers-MN Chapter, Day on the Hill, St. Paul, MN** 2018

Accompanied ten BSW students to Social Work Day on the Hill in St. Paul, MN. Provided a tour of the capitol complex, insight on the committee process and support as they met with their elected officials.

**Department of Social Work, University of Wisconsin-Eau Claire Attendance at National Association of Social Workers-Day on the Hill, Washington D.C.** 2018

Accompanied four BSW students to NASW Day on the Hill in Washington D.C. Provided a tour of the capitol complex, insight on the committee process and support as they met with their elected officials.

**Department of Social Work Faculty Search, University of Wisconsin, Eau Claire** 2017  
*Member*

Reviewed and ranked applications, conducted phone interviews with selected candidates, interviewed candidates, attended teaching presentations, made recommendations on candidates and checked selected candidates references.

**College of Education and Human Domestic Intercultural Immersion, University of Wisconsin Eau Claire** 2014

Lead week-long Domestic Intercultural Immersion trip to the Lac Courte Oreilles Lake Superior Band of Chippewa Indians Reservation with 10 social work and education majors.

**College of Education and Human Domestic Intercultural Immersion, University of Wisconsin Eau Claire** 2013

Co-lead 10-day Domestic Intercultural Immersion trip with 10 social work majors to Eastern Kentucky to study rural life and social work service in rural communities.

**College of Education and Human Domestic Intercultural Immersion, University of Wisconsin Eau Claire** 2013

Co-lead week-long Domestic Intercultural Immersion trip to the Lac Courte Oreilles Lake Superior Band of Chippewa Indians Reservation with 15 social work and education majors.

**College of Education and Human Development Field Experience Committee, University of Wisconsin-Eau Claire** 2012-2014

*Member*

Department of Social Work Representative to committee discussing policies and practices for students completing community internships.

**MSW Social Work Field Education Committee, Department of Social Work, University of Wisconsin-Madison, Eau Claire, WI** 2012-2014

*Member*

Provided feedback on policies and practices for MSW student internships.

**Field Advisory Committee, School of Social Work, University of Minnesota, St. Paul, MN**

*Field Instructor Representative*

2007-2008

Provided feedback on policies and practice for MSW student internships.

### **Program**

**BSW Social Work Program, Assessment Committee, St. Catherine University, St. Paul, MN**

*Member 2019-2020*

2019-Present

*Chair 2020-Present*

Review all assessments required by CSWE on an annual basis. Provide feedback and recommendations to the Program faculty on improvement to their curriculum and instructional approaches.

**BSW Faculty Search, St. Catherine University, St. Paul, MN**

2023

*Chair*

Chaired the search for a BSW Tenure-Track Faculty. Invited committee members to serve. Developed phone interview protocol and questions. Developed interview questions. Reviewed and ranked candidate applications. Facilitated search committee meetings and collected committee input on candidates and processes. Scheduled interviews. Interviewed candidates. Communicated with interviewed candidates regarding timelines, questions, and processes. Arranged on campus interview with two candidates and student groups, faculty, the Dean of HSSH, and the search committee. Offered and negotiated with selected candidate and communicated decision to the candidates not selected. Completed all on-boarding paperwork and HR processes.

**Director of Field Education Faculty Job Search, Social Work Department, St. Catherine University, St. Paul, MN**

2020 (Spring)

*Chair*

Chaired the search for a BSW Director of Field Education. Invited committee members to serve. Developed phone interview protocol and questions. Developed interview questions. Reviewed and ranked candidate applications. Facilitated search committee meetings and collected committee input on candidates and processes. Scheduled interviews. Interviewed candidates. Communicated with interviewed candidates regarding timelines, questions, and processes. Arranged on campus interview with two candidates and student groups, faculty, the Dean of HSSH, and the search committee. Offered and negotiated with selected candidate and communicated decision to the candidate not selected. Completed all on-boarding paperwork and HR processes.

### **PROFESSIONAL DEVELOPMENT**

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**Black Contributions to Social Welfare and Social Work History**

February 2024

**Campaign School**

February, 2024

**Anti-Racist Training Seminars**

2021-2022

**CQ Training**

May, 2020

**CQ Training** August, 2020

**Quality Matters Workshop** Summer 2020

**Foundations of On-Line Learning, St. Catherine University, St. Paul, MN** Summer, 2020

**Crossroads Anti-Racism Training, St. Catherine University, St. Paul, MN** January, 2020

**University of Wisconsin–Madison Institute for Research on Poverty’s Teaching Poverty 101 Workshop.** June, 2018  
 Selected as one of 30 educators across the country to participate in a week-long training on the most up to date research in poverty studies and methods for effective teaching of poverty prevention policies and content to undergraduate students.

**Children’s Defense Fund Emerging Leader** 2005  
 Selected as part of a national cohort of professionals who spend a week at Haley Farm in Tennessee and are provided with information, resources, and support to strengthen advocacy work on behalf of young children.

**HONORS RECEIVED**

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**Mentor, 2019-2023 All- University Student Leadership Award, St. Catherine University, St. Paul, MN.** 2020  
 Recognized as a mentor to a student nominated for an All- University Student Leadership Award as having significantly contributed to their experience at St. Catherine University.

**Wisconsin Teaching Fellows and Scholarship Recipient** 2019-2020  
 Selected as one of two faculty from the University of Wisconsin-Eau Claire to participate in a statewide institute designed to provide innovative pedagogy instruction and faculty support in the area of improving faculty teaching and scholarship.

**Featured in the University of Wisconsin-Eau Claire College of Education and Human Services “Connections” Magazine, Fall edition** 2010  
 Magazine article on the career of alumni featuring my political social work after graduating from the University.

**NASW-MN “Early Career Excellence” Award** 2006  
 Presented annually to one notable social worker in Minnesota. Received for my political advocacy work on behalf of nonprofits and community groups through Grasstops.

**Friend of the Minnesota School Social Workers Association** 2005  
 Received for advocacy work on behalf of the organization’s legislative platform, specifically efforts to increase funding for school social workers.

**PROFESSIONAL MEMBERSHIPS**



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Minnesota Social Services Association	2019-Present
Baccalaureate Program Directors	2019-Present
Special Commission to Advance Macro Practice Social Work (SC)	2016-Present
Association for Community Organization and Social Administration	2012-Present
Council on Social Work Education	2012-Present
Association for Macro Practice Social Workers	2006-Present
National Association of Social Workers-MN	2004-Present