

Anthony P. Natale, Ph.D., MSW

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Education

2001 - 2005 University of Denver Denver, Colorado

Doctor of Philosophy - Social Work

- *Dissertation Title* - Sex and Culture: A mixed methods study of Denver MSM (men who have sex with men) in the third decade of AIDS.
- *Doctoral Foci* - Health disparities, Global Health Affairs, HIV/AIDS, Social Welfare Policy, and Minority Community Organizing and Practice.

1997 – 1999 Portland State University Portland, Oregon

Master of Social Work

- *Master Foci: Direct Clinical Social Work Practice*

1995 – 1997 Washington State University Vancouver, Washington

Bachelor of Arts in Social Sciences - Magna Cum Laude

- *Bachelor Foci: Psychology, Criminal Justice, Public Administration*

1993 - 1995 Clark Community College Vancouver, Washington

Associates of Arts and Sciences – With Honors

Academic Positions

University of Oklahoma – Anne and Henry Zarrow School of Social Work and OU Outreach

Senior Administrative Director | Southwest Center for Human Relations Studies

Professor | Social Work (7/2018 -12/31/19 and 5/15/22 - Present)

- Center management, including staff supervision, execution of strategic plan, and financial management.
- Consult with and facilitate completion of the Faculty, Staff, and Undergraduate Student Theory of Change workgroups with draft action plans with steps, outcomes, outcome measures, and impact measures to increase diversity, inclusion, and belonging among historically marginalized groups.
- Direct planning for the National Conference of Race and Ethnicity in Higher Education (NCORE).
- Direct planning for the NCORE Connections Virtual Conference.
- Support and assist with logistics of United Nations Sustainability Development Goals Summit.
- Administrative oversight for the Journal Committed to Social Change on Race and Ethnicity.
- Provide instruction to graduate and undergraduate students in social work across the curriculum.

University of Oklahoma – Graduate College

Faculty Fellow for Inclusive Excellence | Associate Professor of Social Work (1/2017- 6/2018)

- Led and facilitated completion of the Graduate Student Theory of Change workgroup action plans with needs, strategies, outcomes, outcome measures, and impact measures to increase diversity, inclusion, and belonging among historically underrepresented graduate students.
- Drafted Holistic Review in Graduate Admissions presentation for graduate degree-granting academic units.
- Designed and delivered N2OU presentation and half-day program to recruit historically underrepresented students to OU graduate programs.

- Drafted Graduate College retention and degree completion plan for historically underrepresented students with action plans that included steps, outcomes, and outcome measures to increase applications, admissions, retention, time to degree, and degree completion.
- Created diversity, inclusion, and belonging content for new Graduate College website.
- Researched and wrote a proposal for a Graduate Student Family Leave Policy.
- Supported historically underrepresented doctoral students in STEM through the National Science Foundation (NSF), Louis Stokes Alliances for Minority Participation - Bridge to Doctorate program grant.
- Revised Graduate College data to broaden diversity categories at the point of application.
- Amended Graduate College data to match historically underrepresented graduate students with appropriate graduate funding opportunities.
- Led collection of wants, needs, and desires among academic units for designing an online graduate student orientation module.
- Consulted with individual academic units across campus on strategies for increasing graduate student diversity, inclusion, and belonging in recruitment, admission, retention, and degree completion.
- Coordinated retreats and continuing education events for Graduate College staff.
- Provided instruction to graduate and undergraduate students in social work across the curriculum.

University of Oklahoma - Anne and Henry Zarrow School of Social Work

Assistant Director | Associate Professor of Social Work

(7/2012 - 12/2016)

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- Provided oversight to Norman campus graduate and undergraduate programs.
 - Designed and implemented, with minimal costs, a Saturday program expansion of 25 students, and a new MSW night program which will add an additional 90 students over three years.
 - Designed and implemented the school's communication plan that featured student and faculty listen and learn sessions and town hall meetings.
 - Expanded graduate dual degree and graduate certificate options.
 - Drafted several policies, procedure and practice manuals including annual faculty evaluation, tenure and promotion, student conduct, and facilities use.
 - Directed inclusivity initiatives and programming for 300 students, 25 faculty, and 5 staff.
 - Oversight of facilities management for Anne and Henry Zarrow Hall.
 - Assisted the Director in budget and administrative management.
 - Oversight of alumni relations including Sooner Social Work mentorship program.
 - Designed and delivered new student orientation.
 - Provided instruction to graduate and undergraduate students in social work across the curriculum.

Graduate Programs Coordinator | Associate Professor

(7/2011 - 7/2013)

- Provided instruction to graduate students in social work across the curriculum.
- Chair of the Graduate, Policy and Administration and Community Practice Committees.
- Responsible for recruitment, retention, admissions of graduate students in MSW programs.
- Designed graduate student advisement process, protocols, and content.
- Faculty advisor to Graduate Social Work Association and Faculty Liaison to Graduate College.

Assistant Professor

(9/2005 - 6/2011)

- Provided instruction to graduate students in social work across the curriculum.
- Member of several academic unit committees.
- Faculty advisor to Graduate Social Work Association and Phi Alpha- Social Work Honor Society.

University of Denver - Graduate School of Social Work

Adjunct Instructor

- Provided instruction to graduate students in social work across the graduate curriculum.
- Directed oversight of 20 human service agency program evaluations completed by graduate students.
- Provided supervision to students preparing for an international field placement focused on developing housing resources for persons living with HIV/AIDS in Durbin, South Africa.

Teaching Experience

University of Oklahoma – Anne and Henry Zarrow School of Social Work

- SWK 5333 – Human Diversity and Societal Oppression
- SWK 5333 – Human Diversity and Societal Oppression (Online)
- SWK 3323 – Human Diversity and Social Justice
- SWK 5313 – Social Welfare Policy Practice and Analysis
- SWK 5233 – Human Lifespan Development
- SWK 5553 – Human Services Administration
- SWK 5763 – Community Organization and Development
- SWK 5963 – Program Monitoring and Evaluation
- SWK 5743 – International Social Work
- SWK 5013 – Advanced Standing Seminar
- SWK 5170 – Human Sexuality

University of Oklahoma – Department of Human Relations

- HR 5100 - Cultural Diversity in Human Relations
- HR 5763 – Counseling Issues in Human Sexuality
- HR 5403 – Psycho-Social Development
- HR 5013 – Current Problems in Human Relations
- HR 5093 – Introduction to Graduate Studies in Human Relations
- HR 5003 – Theoretical Foundations of Human Relations

University of Oklahoma – Jeannine Rainbolt College of Education

- EIPT 5113 – Educational Psychology of Human Development

University of Denver – Graduate School of Social Work

- SOWK 4120 – Social Policy Analysis, Advocacy, and Practice
- SOWK 4370 – Community and Organizational Change
- SOWK 4530 – Administration and Management Practice and Skills
- SOWK 4630 – Family Policies and Services
- SOWK 4660 – Social Policy Advocacy
- SOWK 4320 – Social Work Research
- SOWK 4299 – Advanced Standing Seminar

Teaching Awards

University of Oklahoma - Anne and Henry Zarrow School of Social Work	2020
• <i>Graduate Faculty Member of the Year</i>	
University of Oklahoma Board of Regents	2019
• <i>Regents Award for Superior Teaching</i>	
University of Oklahoma - Anne and Henry Zarrow School of Social Work	2018
• <i>Undergraduate Faculty Member of the Year</i>	
University of Oklahoma - Anne and Henry Zarrow School of Social Work	2017
• <i>Graduate Faculty Member of the Year</i>	
University of Oklahoma - Anne and Henry Zarrow School of Social Work	2016
• <i>Social Work Hall of Fame for Excellence in Instruction</i>	
University of Oklahoma - Anne and Henry Zarrow School of Social Work	2011
• <i>Graduate Faculty Member of the Year</i>	
University of Oklahoma - Anne and Henry Zarrow School of Social Work	2010
• <i>Graduate Faculty Member of the Year</i>	
University of Denver – Graduate School of Social Work	2005
• <i>Faculty Member of the Year</i>	

Grant Activity

Council on Social Work Education	2023
• <i>Inclusion, Diversity, Equity, Accessibility and Belonging in Social Work Programs</i>	\$8,000
Knee Center for Strong Families	2013
• <i>HIV perceptions by Service Recipients and Service Providers</i>	\$10,000
Southern Colorado AIDS Project	2009
• <i>Community Needs Assessment</i>	\$14,000
University of Oklahoma Research Council	2008
• <i>Junior Faculty Scholarship</i>	\$6,000

University of Oklahoma, College of Arts and Sciences	2006
• <i>Junior Faculty Scholarship</i>	\$6,000
Colorado State Department of Public Health and Environment	2004
• <i>Sex and Culture: A mixed methods a study of MSM in the third decade of AIDS.</i>	\$18,500
Colorado State Department of Public Health and Environment	2003
• <i>Denver MSM: A Qualitative Snapshot of Current and Future Needs.</i>	\$10,000
	\$10,000

Peer-Reviewed Journal Publications

- Goodwin, B., Pharris, A.B., and Natale, A.P. (2024). Enhancing Adoption Competency for the Social Work Classroom: Teaching Approaches and Activities. *Journal of Social Work Education*.
- Goodwin, B., Pharris, A.B., and Natale, A.P. (2024). Affirming care for adoption and foster youth: A clinician's guide to essential consideration for working with LGBTQIA+ youth. *Clinical Social Work Journal*. <https://doi.org/10.1007/s10615-024-00937-y>
- Gandy, M.E., Levy, D. & Natale, A.P. (2023) LGBTQ+ people seeking a faith community home: Implications for social workers and allied health professionals. *Journal of Gay and Lesbian Social Services*. DOI: <https://doi.org/10.1080/10538720.2023.2252775>
- Pharris, A.B., Lepper-Pappan, H., Maher, E., & Natale, A.P. (2023). The caseworkers as external locus of Hope for LGB youth in foster care. *Journal of Public Child Welfare*. DOI: <https://doi.org/10.1080/15548732.2023.2193141>
- Gandy, M.E., Natale, A.P., & Levy, D. (2021). "We shared a heartbeat": protective functions of faith communities in the lives of LGBTQ+ people. *Spirituality in Clinical Practice*, 8(2). 98. <https://doi.org/10.1037/scp0000225>
- McLeod, D.A., Havig, K., Natale, A.P., & Pharris, A.B. (2020). *Intimate partner violence: Innovations in theory inform clinical practice, policy, and research*. Social Sciences, 9(5), 71 <https://doi.org/10.3390/socsci9050071>
- Havig, K. Pharris, A.B., McLeod, D.A., Natale, A.P., and Miller-Cribbs, J.E. (2020). Assessing new child welfare worker competency through social simulation with standardized clients: Rubric development and pilot testing. *Journal of Public Child Welfare*. <https://doi.org/10.1080/15548732.2020.1724237>
- Pharris, A., & Natale, A.P. (2019). U.S. Political Culture in the Policy Classroom: Social work teaching methods and activity. *Social Work Education, The International Journal*. <https://doi.org/10.1080/02615479.2019.1691986>
- Messinger, L., Natale, A.P., Dentato, M.P., Craig, S.L. (2019). Conflict in field: LGBTQ social work students' stories of identity management, discrimination, and practice. *Journal of Social Work Education*. <https://doi.org/10.1080/10437797.2019.1661912>
- Knochel, A.K., Saltzburg, S., Rassi, S. & Natale, A. P. (2017). Transgender in the Academy: A case of multi-level innovations for Social Work Education. *International Journal of Innovations in Education* (4) 1, 1-15. <https://doi.org/10.1504/IJIE.2017.086411>
- Natale, A, Scheyett, A., Biswas, B. & Urada, L. (2015). HIV/AIDS: a case study for social work and other allied health educators. *International Journal of Teaching and Case Studies* (6) 3, 199-211. <https://doi.org/10.1504/IJTCS.2015.072628>

- McLeod, D. A., Natale, A. P., & Johnson, Z. R. (2015). Comparing Theoretical Perspectives on Female Sexual Offending Behaviors: Applying a Trauma-Informed Lens. *Journal of Human Behavior in the Social Environment*, 25(8), 934-947. <https://doi.org/10.1080/10911359.2015.1040909>
- Noyori-Corbett, C., Natale, A.P., New, H.R. (2014). Transnational Human Trafficking: A case study for educators. *International Journal of Teaching and Case Studies* (5) 3/4, 235-251. <https://doi.org/10.1504/IJTCS.2014.067796>
- Keesee, M., Natale, A.P., Curiel, H. (2012). HIV positive Hispanic/Latinos who delay HIV care: barriers to care engagement. *Journal of Social Work in Healthcare*, 51 (5) <https://doi.org/10.1080/00981389.2012.662208>
- Natale, A.P., & Miller-Cribbs, J.E. (2012). Same-Sex Marriage Policy and Social Work: Advancing Justice. *Journal of Gay and Lesbian Policy Studies*, 8 (2), 155-172. <https://doi.org/10.1080/1550428X.2012.660786>
- Miller-Cribbs, J.E., Cagle, B.E., Natale, A.P., Cummings, Z. (2010). Thinking about think tanks: Strategies for progressive social work. *Journal of Policy Practice*. 9,284–307. <https://doi.org/10.1080/15588742.2010.487251>
- Natale, A.P. & Baker, D.R. (2010). HIV/AIDS Scholarship: Bibliometric analysis of social work scholars, schools and journals. *Journal of Social Work in Healthcare*, 49 (7), 669-686. DOI: <https://doi.org/10.1080/00981380903539467>
- Natale, A.P, Biswas, B., Urada, L., & Schyette, A. M. (2010). Global HIV and AIDS: Calling all social work educators. *Social Work Education*, 29 (1), 27-47. <https://doi.org/10.1080/02615470902810868>
- Natale, A. P. (2009). Denver MSM socio-structural factors: Preliminary findings of perceived HIV transmission risk. *Journal of HIV/AIDS and Social Services*, 8 (1), 35-56. <https://doi.org/10.1080/15381500902736152>
- Natale, A. P. (2009). HIV and AIDS: MSM needs, wants, and desires for HIV prevention. *Journal of Gay and Lesbian Social Services*, 21 (1), 149-72. <https://doi.org/10.1080/15381500902736152>
- Natale, A. P., & Moxley, D. P. (2009). Service engagement with high-risk men who have sex with men: Challenges and implications for social work. *Journal of Social Work in Healthcare*, 48 (1), 38-56. <https://doi.org/10.1080/00981380802440536>
- Natale, A. P. (2008). HIV Transmission Factors: Denver MSM Culture and Contexts. *Journal of HIV/AIDS and Social Services*, 7 (3) 241-264. <https://doi.org/10.1080/15381500802307500>

Edited Book

- McLeod, D.A., Natale, A. P., & Bolton, K.W. (2024) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.

Peer-Reviewed Published Book Chapters

- McLeod, D.A., and Natale, A.P., & Bolton, K.W. (2024). Introduction to Forensic Social Work Practice. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.
- Natale, A. P. (2024). Civil Commitment Policies. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.

- Natale, A.P. (2024). Sexual orientation in forensic settings. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.
- Pharris, A. B., & Natale, A.P. (2024). Introduction to the development of social policy. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.
- Hope, T, L., Lepper-Pappan, H. M., & Natale, A.P. (2024). The System of Capital Punishment. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.
- Gatlin, L., and Natale, A.P. (2024). Intimate Partner Violence Policies. In McLeod, D.A., Natale, A. P., & Bolton, K.W. (Eds.) *The Handbook of Forensic Social Work Practice*. Chicago, IL: Oxford.
- McLeod, D.A., Havig, K.K., Gandy, M.E., Natale, A. P., Perkins, D. (2022). Understanding the Impact of Intimate Partner Violence: Trends, Frameworks, and Treatments. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: The Intersection of History, Health, Mental Health, and Policy Factors (2nd Edition)*. Chicago, IL: Oxford.
- Gandy, M.E., Havig, K.K., Natale, A. P., McLeod, D.A. (2022). Trauma Impacts on LGBTQ+ People: Implications for Lifespan Development. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: The Intersection of History, Health, Mental Health, and Policy Factors (2nd Edition)*. Chicago, IL: Oxford.
- Natale, A. P., Havig, K.K., Gandy, M.E., McLeod, D.A., Gates, T. (2022). Expanding LGBTQ+ Equality and Equity Through Policy Practice. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: The Intersection of History, Health, Mental Health, and Policy Factors (2nd Edition)*. Chicago, IL: Oxford.
- Havig, K.K., Natale, A.P., McLeod, D.A., Gandy, M. E. (2022). Advancing Social, Economic, and Environmental Justice. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: The Intersection of History, Health, Mental Health, and Policy Factors (2nd Edition)*. Chicago, IL: Oxford.
- Gandy-Guedes, M.E., Havig, K., Natale, A. P., and McLeod, D.A. (2017). Trauma impacts on LGBTQ people: Lifespan development implications. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: Exploring Practice and Policy Factors*. Chicago, IL: Oxford.
- Natale, A. P., Havig, K., Gandy-Guedes, M.E., and McLeod, D.A. (2017). Policy practice with LGBTQ people Advancing Civil Rights Equality and Equity. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: Exploring Practice and Policy Factors*. Chicago, IL: Oxford.
- Havig, K., Natale, A.P., McLeod, D.A., and Gandy-Guedes, M.E. (2017). Advancing Social and Economic Justice. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: Exploring Practice and Policy Factors*. Chicago, IL: Oxford.
- McLeod, D.A., Havig, K, Gandy-Guedes, M.E., & Natale, A.P. (2017). Intimate Partner Violence among LGBTQ people: trends, frameworks, and treatments. In Dentato, M.P. (Ed.) *Social Work Practice with the LGBTQ Community: Exploring Practice and Policy Factors*. Chicago, IL: Oxford.

Published Research Reports

- Natale, A. P. (2003). Denver MSM: A Qualitative Snapshot of Current and Future Needs. Colorado Department of Public Health and Environment.

- Natale, A.P. (2004). Sex and Culture: A mixed methods a study of MSM in the third decade of AIDS. Colorado Department of Public Health and Environment.
- Natale, A. P. (2009). Southern Colorado Men who have Sex with Men Needs Assessment. Colorado Department of Public Health and Environment- Southern Colorado AIDS Project.

Submitted for Publication/In Progress Manuscripts

Butler-King, R.E., & Natale, A.P. (submitted.) *The intergenerational transmission of historical trauma genogram: An innovative assessment for exploring trauma with African American males.*

Professional Presentations

- Oral Presentation: Assessing black male trauma: a multi-phase approach for the Intergenerational Family Trauma Genogram. CSWE Annual Program Meeting, Atlanta, GA (11/28/23)
- Oral Presentation: Social Workers and policy practice: Ways to advance Anti-Racism throughout the policymaking process. CSWE Annual Program Meeting, Atlanta, GA (11/27/23)
- Oral Presentation: Human Sexuality Education: Desperately seeking social workers. Sexuality and Social Work. Glasgow, Scotland. (7/18/23)
- Oral Presentation: The other isms. Sexuality and Social Work. Glasgow, Scotland. (7/19/23)
- Invited Presentation: Cultural Humility in Social Work Practice: Honoring and Centering Cultural Unknowns. NASW Oklahoma State Conference. Virtual. (3/10/23).
- Oral Presentation: Human Rights in the US: A political Culture Perspective. Council on Social Work Education Annual Program Meeting. Anaheim, CA (11/12/22).
- Poster Presentation: Lesbian, Gay, and Bisexual Prison Pipeline: Human rights challenges in forensic social work. Council on Social Work Education Annual Program Meeting. Anaheim, CA (11/13/22).
- Connect Session: Fostering Inclusion and Belonging: Promising practices for resources for faculty onboarding. Council on Social Work Education Annual Program Meeting. Orlando, FL (11/6/21).
- Oral Presentation. Don't Stereotype Me: Implicit Bias Challenges to Ethical Social Work Practice. NASW Oklahoma State Conference. Virtual. (3/12/21).
- Paper Presentation: U.S. Political Culture in the Policy Classroom: Social work teaching methods and activity. Council on Social Work Education Annual Program Meeting. Virtual (11/18/20)
- Poster Presentation: Trauma impacts on LGBTQ people: Lifespan development implications. Council on Social Work Education Annual Program Meeting. Virtual (11/18/20)
- Paper Presentation: Why do they stay? Meanings of faith communities in the lives of LGBTQ+ people. Council on Social Work Education Annual Program Meeting. Denver, CO (10/25/19)
- Poster Presentation: Intimate Partner Violence among LGBTQ people: Trends and opportunities for interprofessional practice. Council on Social Work Education Annual Program Meeting. Orlando, FL (11/11/18)
- Paper Presentation: Policy practice with LGBTQ people: Advancing Civil Rights Equality and Equity. Council on Social Work Education Annual Program Meeting. Dallas, TX (10/21/17)
- Paper Presentation: Female Sexual Offenders and the Need for Gender-Specific, Trauma-Informed Treatment. Council on Social Work Education Annual Program Meeting. Dallas, TX (10/20/17)

- Paper Presentation: LGBTQ Social and Economic Justice: Strategies for Inclusion in Social Work Education. Council on Social Work Education Annual Program Meeting. Atlanta, GA (11/05/16)
- Hot Topics Presentation: Religious Freedom Laws: Social Work Responds to Discrimination and Oppression. Council on Social Work Education Annual Program Meeting. Atlanta, GA (11/04/2016)
- Paper Presentation: HIV/AIDS Risks and Services: Perceptions of Clients and Providers. Southwest Social Sciences Association. Las Vegas, Nevada (3/24/16)
- Paper Presentation: Comparing theoretical perspectives on female sexual offending behaviors; applying a trauma-informed lens. Council on Social Work Education Annual Program Meeting. Denver, CO (10/16/15)
- Paper Presentation: Comparing theoretical perspectives on female sexual offending behaviors; applying a trauma-informed lens. Southern Social Sciences Association annual conference. Denver, CO (5-10-15)
- Hot Topics Presentation: Pathways to Social Work Education: Articulation Agreements, Transfer Students, and Emerging Issues in Accreditation. Council on Social Work Education Annual Program Meeting. Tampa, FL (10/15/2014)
- Paper Presentation: Transgender and the Academy: Inclusion of Students, Field Educators, Faculty Members, and Administrators. Council on Social Work Education Annual Program Meeting. Dallas, TX (11/2/13)
- Paper Presentation: HIV positive Hispanic/Latinos who delay HIV care: barriers to care engagement. Southwest Social Sciences Association. San Diego, CA (3/15/12)
- Poster Presentation: HIV positive Hispanic/Latinos who delay HIV care: barriers to care engagement. Council on Social Work Education Annual Program Meeting. Atlanta, GA (10/29/11)
- Poster Presentation: HIV/AIDS Scholarship: Bibliometric analysis of social work scholars, schools and journals. Council on Social Work Education Annual Program Meeting. Portland, OR (10/16/10)
- Paper Presentation: HIV/AIDS Scholarship: Bibliometric analysis of social work scholars, schools and journals. Society for Social Work Research Annual Conference. San Francisco, CA (1/18/10)
- Poster Presentation: Service engagement with high-risk men who have sex with men: Challenges and implications for social work. Council on Social Work Education – San Antonio, Texas (11/7/09)
- Paper Presentation: Teaching HIV/AIDS: Resources for Social Work Educators. Council on Social Work Education. Philadelphia, PA (10/31/08)
- Paper Presentation: Service engagement with high-risk men who have sex with men: Challenges and implications for social work. Southern Social Sciences Association annual conference. Denver, CO (5-10-08)
- Research Roundtable: Developing Testable HIV-Related Interventions for the Real World. Society for Social Work and Research. Washington DC (1-20-08).
- Paper Presentation: HIV and AIDS: Desperately Seeking Social Work. Council on Social Work Education. San Francisco, CA (10/3/07)
- Paper Presentation: Paper Presentation: Sex, Culture, and Context: A study of MSM men who have sex with men) in the third decade of AIDS. Boston College AIDS Conference Program. Albuquerque, NM (6-15-07)
- Paper Presentation: Sex, Culture, and Context: A study of MSM men who have sex with men) in the third decade of AIDS. Southwest Social Sciences Annual Program. Albuquerque, NM (4-15-07)

- Paper Presentation: Sex and Culture: A mixed methods a study of MSM in the third decade of AIDS. Society for Social Work Research Conference Miami, Florida (1/15/05)
- Paper Presentation: Sex and Culture: A mixed methods a study of MSM in the third decade of AIDS. Council on Social Work Education Annual Program Meeting. New York City, NY (3/1/05)

Consultation and Training

- Oklahoma State Department of Human Services. Don't Stereotype Me: Implicit Bias Challenges to Ethical Social Work Practice. Virtual (8/21/20)
- University of Oklahoma, Teaching Assistant Orientation. Building Inclusive Classrooms: Strategies and Techniques. Norman, OK (8/15/19)
- Oklahoma International Association for Identification. Implicit Bias and its Forensic Implications. Oklahoma City, Oklahoma. (6/6/19)
- University of Oklahoma, Academic Assessment Forum. Assessing Diversity and Inclusivity: Effective and practical strategies. Norman, OK (9/21/18)
- University of Oklahoma, Teaching Assistant Orientation. Building Inclusive Classrooms: Strategies and Techniques. Norman, OK (8/15/18)
- University of Oklahoma, Academic Advising Resource Center Enrichment Series. #Hashtag me: How our word clouds of students shape our service delivery. (11/10/17)
- University of Oklahoma, College of Professional and Continuing Studies European Sites Professional Development Conference. The Role of Empathy in supporting Graduate Students. Garmisch-Partenkirchen, Germany. (10/3/17)
- University of Oklahoma, Teaching Assistant Orientation. #Hashtags: How our word clouds of our students shape the classroom. Norman, OK (8/15/17)
- United States Department of Defense. Epigenetics: How Grandma's stresses live on in your DNA today, how your life decisions will impact your offspring DNA, and what you can do about it today. Rota, Spain (4/19/17)
- Center for Children and Families. Values and Ethics in Human Services Practice. Norman, OK (5/29/14)
- Oklahoma Department of Mental Health and Substance Abuse Services in-service training. Implicit Bias: how our perceptions of our clients' impact service delivery. Norman, OK (5/5/17)
- State of Oklahoma Child Welfare Supervisors Meeting. Keys to Effective Human Services Management. OKC, OK (6/15/09)
- Men who have sex with Men - Culture, and Contexts. University of Oklahoma, Department of Medicine, Infectious Diseases Institute. OKC, OK (9/15/08)
- Service engagement with high-risk men who have sex with men. University of Oklahoma, Department of Medicine, Infectious Diseases Institute. OKC, OK (9/22/08)

Academic Service

Council on Social Work Education

- *Board of Directors*

2019 - Present

- Board of Directors Bylaws Committee 2019 - Present
- Board of Directors Investments Committee 2019 – Present
- *Commission on Membership and Professional Development (Chair 2019-Present)* 2017- Present
- *National Nominating Committee* 2019 – Present
- *Accreditation Site Visitor* 2019 – Present
- *Anti-Racism Taskforce* 2020- Present
- *Board of Directors* 2013 - 2017
 - Board of Directors Executive Committee 2016 - 2017
 - Board of Directors Investments Committee 2013 - 2017
 - Board of Directors Strategic Planning Committee (**Committee Chair) 2015 – 2017
- *Council on Sexual Orientation, Gender Identity and Expression (**Committee Co-Chair)* 2008 – 2013

University of Oklahoma

- *General Education Diversity and Difference Course Development Committee* 2020
- *Camp Crimson Namesake* 2020

University of Oklahoma - Faculty Senate

- *Faculty Senate Executive Committee* 2020 - Present
- *Senator – College of Arts and Sciences* 2017 – Present
- *Faculty Senate- Compensation and Benefits Committee (**Committee Chair 2020-Present)* 2018 – Present
- *Faculty Senate Faculty Appeals Board (**Chair)* 2020 - 2021
- *Faculty Senate - Committee on Committees* 2017 – 2020
- *Faculty Senate Executive Committee - Elected Member-at-Large* 2018 – 2020
- *Faculty Senate – Faculty Welfare Committee (**Committee Chair)* 2018 - 2019
- *Senator – College of Arts and Sciences* 2009 - 2011

University of Oklahoma - Diversity and Inclusion Academic Council

- *Executive Committee* 2019
- *Graduate College Representative* 2017 - 2018
- *Member-at-Large* 2018 – Present

University of Oklahoma - Athletics Council

- *Member-at-Large (**Council Chair 2013-2014)* 2011 - 2014
- *Equity Committee* 2012 – 2015
- *Academic Review Committee* 2011 - 2015
- *Achievement and Awards Committee*

University of Oklahoma – Academic Advising Office

- *Academic Life Coach (Certified 2019)* 2018 - 2020

University of Oklahoma - College of Arts and Sciences

- *Committee A* 2020 - 2022
- *Executive Committee (**Committee Vice Chair 2020-2021)* 2020 – 2022
- *Tenure and Promotion Committee* 2017 - 2018
- *Executive Committee (**Committee Chair 2015-2016)* 2014 – 2016
- *Committee A* 2015 - 2016
- *York Cowden Scholarship Committee* 2013 - 2015
- *Denton Scholarship Committee* 2012 – 2015
- *Brakebill Scholarship Committee* 2012 – 2014

University of Oklahoma - Anne and Henry Zarrow School of Social Work

- *Foundation Committee* 2020 - Present
- *Ph.D. Program Planning Committee (**Committee Chair 2016, 2022)* 2014 - Present
- *Executive Committee* 2011 - 2016
- *Curriculum Committee (**Committee Chair 2015-2016)* 2011 – 2016
- *Graduate Program Committee (**Committee Chair 2011-2015)* 2005 – 2016

Professional Human Services Experience

Employee Assistance Programs International

Clinical Triage Specialist (9/2001 – 7/2004)

- Performed clinical intakes for occupational mental health benefits, including crisis counseling and onsite critical incident debriefing.
- Consulted with client Human Resources departments on workplace compliance plans.
- Provided international social work telephonic consultation to client companies based in the United Kingdom, Australia, Thailand, Hong Kong and Mexico.

Columbia River Mental Health Services

Clark County State Hospital Liaison (6/1999- 8/2001)

- Coordinated admission of all Clark County residents admitted to Washington State Psychiatric Hospital including access and management of local, state and federal managed care funds.
- Facilitated access to federal, state and local human services programs.
- Provided direct oversight of discharge planning with community mental health centers, nursing homes, adult family homes, and adult residential treatment facilities.

County Designated Mental Health Professional/ Crisis Services Specialist (7/1998 – 6/1999)

- Performed involuntary commitment evaluations per Washington State administrative code for the purpose of involuntary inpatient psychiatric treatment.
- Delivered mobile crisis case management including treatment planning, community outreach, emergency counseling, temporary food and shelter and partial hospitalization programs.

- Served as the child mental health specialist to consult on crisis cases involving children and adolescents.

Children's Home Society

Behavioral Skills Specialist

(6/1997 – 6/1998)

- Provided comprehensive home-based behavioral and social skills for youth involved in treatment foster care.
- Provided conflict management to children and foster families, including crisis counseling and case management.
- Served as member of therapeutic wrap-around team.

AmeriCorps/Human Services Council

Summer of Service Coordinator

(4/1996 – 5/1997)

- Developed, organized and coordinated 50-community service projects for youth through the Clark County Volunteer Center.
- Recruited ethnically diverse youth to participate in service projects.
- Served as the Clark County representative to the Washington State Youth Consultant Program leading a delegation to Washington D.C to advocate for youth representation on boards which oversee youth services.

Clark County Corrections

Corrections Counselor Assistant I (Work Study)

(1/1994 – 3/1996)

- Assisted Corrections Counselors in the Offender Education Program.
- Developed resumes and coordinated GED and Adult Basic Education Courses.
- Assisted program participants in applying for federal, state, and local social welfare programs.
- Assisted in writing components of the State grant that was awarded for three successive years.