

Amy S. He, PhD
Assistant Professor
Graduate School of Social Work
University of Denver
2148 S High Street, Denver, CO 80208
Phone: 303-871-2710; Amy.He@du.edu

RESEARCH INTEREST

My areas of scholarship and research center on addressing systemic challenges in the child welfare system, for both children and families involved in this system and the professionals who work there. To date, my scholarship consists of three distinct but interconnected areas:

- Building organizational capacity, supporting workforce health, and enhancing worker well-being within child welfare agencies;
- Examining how interagency collaboration between child welfare and specialized service providers (mental health, substance abuse treatment, etc.) support staff service delivery and families' access to services;
- Identifying pervasive behavioral health needs of children, youth, and families involved in the child welfare system.

ACADEMIC POSITIONS

2016- Present	Assistant Professor, Graduate School of Social Work University of Denver, Denver CO
2017- Present	Faculty Affiliate, Butler Institute for Families Graduate School of Social Work, University of Denver, Denver CO
2015-2016	Adjunct Faculty, School of Social Work University of Southern California, Los Angeles CA

EDUCATION

PhD	2016	University of Southern California, Los Angeles CA School of Social Work
MSW	2006	California State University, Los Angeles CA Social Work
BS	1998	University of California, Riverside CA Sociology and Russian Studies, <i>Cum Laude</i>

FUNDED RESEARCH GRANTS

2021	PI "Family and Children's Services, Organizational Climate Assessment" Funded by San Francisco County. Co-PI, Robin Leake. Awarded: \$179,000 (<i>competitive grant; contract delayed and due to being</i> <i>November 2021 due to COVID-19 and budget revision</i>)
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2020-2021	PI “FFPSA- Understanding Organizational Capacity and Community Needs through a Novel Community-engaged Approach” Funded by Casey Family Foundation & Colorado Department of Human Services. Co-PI, Sue Kerns. Award: \$30,000 (<i>competitive grant</i>)
2018–2023	PI and Co-PI “National Child Welfare Workforce Institute (NCWWI)”, Evaluation PI and project CO-PI. Funded by the Children’s Bureau, Administration for Children and Family, Department of Health and Human Services. Total NCWWI Grant Award: \$24,000,000 (University of Albany), Evaluation award, \$4,100,000 (<i>competitive grant</i>)
2012–2022	Co-I STANCE. “Studying social services, treatment, and other interventions for alcohol and narcotics and resulting health outcomes — a collaborative, longitudinal research program.” Funding by the Swedish Research Council for Health, Working Life and Welfare (Grant no. 2016-07213), in collaboration with Umea University, Sweden. PI, Lena Lundgren. Award: \$1,000,000 (US component), CO-I \$10,000 .
2017 – 2022	Co-PI “Tennyson Center for Children Evaluation Project.” Tennyson Center for Children, Denver CO. PI, Michele Hanna. Award: \$75,000
2016 – 2017	PI “Interagency Collaboration and Delivery of Substance Abuse Treatment Services for Child Welfare-Involved Caregivers.” Faculty Research Fund, University of Denver. Award: \$3,000
2014 – 2016	Co-PI “Children's Bureau Fellow Fellowships for University-Based Doctoral Candidates and Faculty for Research in Child Maltreatment” Funded by Children’s Bureau, Administration for Children and Family, Department of Health and Human Services; Principal Investigator, Michael Hurlburt; Co-Principal-Investigator Megan Finno-Velasquez. Award: \$200,000 (<i>competitive grant</i>)
2012	PI “Exploring Beliefs and Perceptions in Cross-Systems Collaboration,” University of Southern California School of Social Work, Behavioral Health Cluster Pilot. Co-PI Dorian Traube. Award: \$6000

PUBLICATIONS – PEER REVIEWED

(*denotes student/post-doctoral fellow co-authors; **denotes community-based research partner)

1. **He, A.S.**, Lizano, E. L., & *Stahlschmidt, M. J. (2021). When doing the right thing feels wrong: moral distress among child welfare caseworkers. *Children and Youth Services Review*, 122, 105914. <http://doi.org/10.1016/j.childyouth.2020.105914>
2. **He, A.S.**, *Phillips, J., & *Sedivy J. A., (2020) Variation by race and ethnicity in the prevalence and trends of parental opioid misuse in child welfare: Findings from the Regional

Partnership Grant-1. *Journal of Public Child Welfare*, 1-20.

<http://doi.org/10.1080/15548732.2020.1798325>

3. *Phillips, J, Lizano E., **He, A.S.**, & Leake, R. (2020), Examining internal and external job resources in child welfare: Protecting against caseworker burnout. *Child Abuse & Neglect*, 81, 48–59. <https://doi.org/10.1016/j.chiabu.2018.04.013>
4. **He, A. S.**, Padyab, M., *Sedivy, J. A., & Lundgren, L. (2020). A Swedish national study: Immigrant-country of birth status and child welfare compulsory care among a sample of parents with risky substance use. *Child abuse & neglect*, 101, 104316. <http://doi.org/10.1016/j.chiabu.2019.104316>
5. *Sedivy, J. A., Rienks, S., Leake, R., & **He, A. S.** (2019). Expanding our understanding of the role of peer support in child welfare workforce retention. *Journal of Public Child Welfare*, 1-21. <http://doi.org/10.1080/15548732.2019.1658020>.
6. Fulginiti, A., **He, A.S.** Negrif, S. (2018). Suicidal because I don't feel connected or vice versa? A longitudinal study of suicidal ideation and connectedness among child welfare youth. *Child Abuse & Neglect*, 86, 278–289. <http://doi.org/10.1016/j.chiabu.2018.10.010>.
7. **He, A.S.**, *Phillips, J. D., Lizano, E. L., Rienks, S., & Leake, R. (2018). Examining internal and external job resources in child welfare: Protecting against caseworker burnout. *Child Abuse & Neglect*, 81, 48-59. <http://doi.org/10.1016/j.chiabu.2018.04.013>.
8. **He, A.S.** & *Phillips, J. (2017). Interagency collaboration: strengthening substance abuse resources in child welfare. *Child Abuse & Neglect*, 64, 101–108. <https://doi.org/10.1016/j.chiabu.2016.12.011>
9. **He, A.S.** (2017). Interagency collaboration and receipt of substance abuse treatment services for child welfare-involved caregivers. *Journal of Substance Abuse Treatment*, 79, 20–28. <https://doi.org/10.1016/j.jsat.2017.05.006>
10. **He, A. S.**, Traube, D. E., *Brimhall, K. C., Lim, C., **Lecklitner, G., & **Olson, A. (2017). Service receipt and mental disorders in child welfare and mental health systems in Los Angeles County. *Psychiatric Services*, 68(8), 776–782. <http://doi.org/10.1176/appi.ps.201600266>
11. Cederbaum, J. A., **He, A. S.**, Fulginiti, A., Sullivan, K., Krauss, M. D., Amutah, N., & Pohle, C. (2017). Caregiver qualities, family closeness, and the well-being of adolescents engaged in the child welfare system. *Children and Youth Services Review*, 73, 113-120. <https://doi.org/10.1016/j.childyouth.2016.12.007>
12. Palinkas, L. A., **He, A. S.**, *Choy-Brown, M., & Hertel, A. L. (2017). Operationalizing social work science through research–practice partnerships: lessons from implementation science. *Research on Social Work Practice*, 27(2), 181-188. <https://doi.org/10.1177/1049731516666329>
13. Finno-Velasquez, M., **He, A. S.**, *Perrigo, J. L., & Hurlburt, M. S. (2017). Community informant explanations for unusual neighborhood rates of child maltreatment reports. *Child and Adolescent Social Work Journal*, 34(3), 191-204. <http://doi.org/10.1007/s10560-016-0463-3>
14. Finno-Velasquez, M., Seay, K. D., & **He, A. S.** (2016). A national probability study of problematic substance use and treatment receipt among Latino caregivers involved with child welfare: the influence of nativity and legal status. *Children and youth services review*, 71, 61-67. <https://doi.org/10.1016/j.childyouth.2016.10.035>
15. **He, A.S.** (2015), Examining intensity and types of interagency collaboration between child welfare and drug and alcohol service providers. *Child Abuse & Neglect*, 46, 190-197. <https://doi.org/10.1016/j.chiabu.2015.07.004>
16. Traube, D.E., **He, A.S.**, **Zhu, L., Scalise, C., & **Richardson, T. (2015). Predictors of substance abuse assessment and treatment completion for parents involved with child

welfare: One state's experience in matching across systems. *Child Welfare*, 94(5), 45.
PMID: 26827464

17. **He, A.S.**, Fulginiti, A. & Finno-Velasquez, M., (2015). Connectedness and suicidal ideation among adolescents involved with child welfare: a national survey. *Child Abuse & Neglect*, 42, 54-62. <https://doi.org/10.1016/j.chiabu.2015.02.016>
18. **He, A.S.**, Lim, C.S., **Lecklitner, G., **Olson, A., & Traube, D.E. (2015) Interagency collaboration in identifying mental health needs in child welfare: findings from Los Angeles county. *Children Youth Services Review*, 53, 39-43.
<https://doi.org/10.1016/j.childyouth.2015.03.013>
19. Cederbaum, J.A., Petering, R., Hutchinson, M.K., & **He, A.S.**, Wilson, J.P., Jemmott, J.J. & Jemmott, L.S., (2015). Alcohol outlet density and related use in an urban black population in Philadelphia public housing communities. *Health and Place*, 31, 31-38.
<https://doi.org/10.1016/j.healthplace.2014.10.007>
20. **He, A.S.**, Traube, D.E., & **Young, N.Y., (2014). Perceptions of parental substance use disorders in cross-system collaboration among child welfare, alcohol and other drugs, and dependency court organizations. *Child Abuse & Neglect*, 38(5), 939-951.
<https://doi.org/10.1016/j.chiabu.2013.10.020>
21. Guerrero, E., **He, A.S.**, Kim, A., & Aarons, G., (2013). Organizational implementation of evidence-based substance abuse treatment in racial and ethnic minority communities. *Administration and Policy in Mental Health*. <http://doi.org/10.1007/s10488-013-0531-3>.

MANUSCRIPTS UNDER PEER-REVIEW

1. **He, A.S.**, *Park, I. J. & Rienks. S., Everyday workplace discrimination: differential perceptions and psychological well-being among child welfare. *Journal of the Society for Social Work Research (revised and resubmitted July, 2021)*.
2. **He, A.S.**, Yarnell, L.M., Shrager, S.M. & Traube, D.E., Patterns of violence exposure and substance use among child welfare involved youth. *Journal of Family Violence (revised and resubmitted August, 2021)*
3. *Stahlschmidt, M.J., **He, A.S.**, & Lizano, E., A dynamic theory of moral distress among child welfare workers. *The British Journal of Social Work (revised and resubmitted July, 2021)*.

MANUSCRIPTS IN PREPARATION

1. **He, A.S.** & Lizano, E., A mixed-methods exploration of self-care: the unicorn solution for child welfare worker well-being.
2. *Shah, P., *Park, I. J, *Dunbar, Z., & **He, A.S.**, What makes a good learning culture? Supporting professional development among child welfare workers.
3. Lizano, E. and **He, A.S.**, Pathways to staying: how burnout and engagement work as frenemies to retaining child welfare workers
4. *Park, I. J., **He, A.S.**, & Rienks. S., Countering the effect of workplace discrimination among child welfare caseworkers: the role of social supports.
5. Rienks, S., **He, A.S.**, de Guzman, A., Grenier, A., Leake, R., The comprehensive organizational health assessment for child welfare agencies: a revision.

OTHER PUBLICATIONS – NON-PEER REVIEWED

1. Lizano, E., **He, A.S.**, & Leake, R., (2021) Guest Editorial: Caring for our child welfare workforce: a holistic framework of worker well-being. *Human Services Review*. <https://doi.org/10.1080/23303131.2021.1932658>
2. **He, A. S.**, Golieb, K., Keniston, M., Grenier, A., & Leake, R. (2020). Covid-19 workforce needs assessment (WNA) cross-site report for workforce excellence public child welfare sites. *National Child Welfare Workforce Institute, Children's Bureau*.
3. **He, A. S.**, Grenier, A., & Bell, K., (2020). Comprehensive organizational health assessment (COHA) public workforce excellence sites: cross-site summary report. *National Child Welfare Workforce Institute, Children's Bureau*.

FELLOWSHIPS AND HONORS

2018	National Institute of Alcohol Abuse and Alcoholism (NIAAA), Alcohol and Other Drugs Education Program (ADEP) Faculty Training Fellowship
2015	University Dissertation Fellowship, Graduate School, University of Southern California. Award: \$30,000
2015	Honor Society of Phi Kappa Phi, University of Southern California Chapter
2014	Graduate Fellowship Award. University of Southern California, School of Social Work. Award: \$25,000
2013	Minority Research Fellowship, Summer Research Institute, National Data Archive on Child Abuse and Neglect (NDACAN)

PROFESSIONAL EXPERIENCE

2020-Present	Coach, Faculty Success Program, National Center for Faculty Development & Diversity
2011-Present	Licensed Clinical Social Worker (LCSW), California Board of Behavioral Sciences
2014 - 2016	Consultant, Westat, Permanency Innovations Initiative RISE
2006 – 2010	Children Social Worker III, Department of Children and Family Services Los Angeles, CA
2000 – 2004	Program Recruiter, Family Homes for Adults with Developmental Needs, Mentor Network, Covina, CA
1999 – 2000	Consumer Services Coordinator, Inland Regional Center Riverside, CA
1998 – 1999	Youth Services Coordinator, Youth Services Center, Riverside, CA

TEACHING EXPERIENCE

University of Denver, Graduate School of Social Work

2019- Present	Course Lead: Evidence for Practice (Foundation Course, 10 to 25 sections each quarter)
2016- Present	Assistant Professor

University of Southern California, Suzanne Dworak-Peck School of Social Work

2015	Adjunct Faculty Instructor: Social Work Practice with Individuals, Families, and Groups
2013	Training Instructor: Evidenced-Based Interventions for Social Workers (Motivational Interviewing, Problem Solving Therapy, and Cognitive Behavioral Therapy)
2012	Teaching Assistant: Social Work Practice with Individuals School of Social Work.

COURSES TAUGHT

- Clinical Social Work Practice with Individuals, Families, and Groups
- Evidence for Practice (Social Work Research)
- Foster Care and Permanency Planning

PROJECT ADMINISTRATION

2013 – 2016	Project Coordinator. "Informing Theory to Prevent Drug Abuse and Child Maltreatment Using Existing Data." National Institute of Drug Abuse (NIDA) R01. Principal Investigator, Dorian Traube.
2013	Research Assistant/Grant Writing. "Caregiver-Child Relationship, Sex and Drug Use in Child Welfare Involved Youth." Assisted in R01 grant application to the National Institute of Child Health and Human Development (NICHD). Principal Investigator, Julie Cederbaum.
2012 – 2015	Project Coordinator. "Validation of Two Child Welfare Mental Health Screening Tools (MHST)," Southern California Clinical and Translational Science Institute and University of Southern California. Principal Investigator, Dorian Traube.
2012 – 2013	Research Assistant "Substance Abuse Treatment and Child Protective Services Involvement in the State of California," University of Southern California School of Social Work, Behavioral Health Cluster. Co-Principal Investigators, Emily Putnam-Hornstein and Dorian Traube.
2011 – 2012	Research Assistant. "Integration of State Level Substance Abuse Treatment Services within the Child Welfare System", Hamovitch Center for Science in the Human Services. Principal Investigator, Dorian Traube.
2011	Research Assistant. "Enhanced Geriatric Depression Treatment in Adult Day Health Care," National Institute of Mental Health (NIMH). Principal Investigator, Maria Aranda.

CONFERENCE PRESENTATIONS

Society for Social Work and Research (SSWR)

- January 2021 Presented at the 23th Annual Conference of the Society for Social Work and Research (SSWR), virtual:
He, A.S. & Rienks, S., The strain of workplace discrimination on child welfare worker well-being. Oral presentation.
- He, A.S.**, Lizano, E., & *Stahlschmidt, M.J., Moral distress among child welfare social workers- the role of internal and external constraints. Poster presentation.
- Wilke, D., Leake, R., **He, A.S.**, Langenderfer-Magruder, L., Radey, M., Rienks, S, Publicly-available workforce datasets: the Florida study of professionals for safe families and the National Child Welfare Workforce Institute. Roundtable.
- Lizano, E., **He, A.S.**, & Leake, R., A multi-dimensional well-being framework for the child welfare workforce. Poster presentation
- January, 2019 Presented at the 23th Annual Conference of the Society for Social Work and Research (SSWR): San Francisco, CA:
He, A.S., *Sedivy, J, & *Phillips, does the color of addiction matter? implications of the opioid crisis in child welfare. Oral presentation.
- Fulginiti, A., **He, A.S.**, Negrif, S., Have we been looking in the wrong direction? The effect of suicidal crises on future social connectedness among child-welfare-engaged youth. Poster presentation.
- January, 2018 *Phillips, J., **He, A.S.** & Lizano, E., Reinks, S., & Leake, R., The impact of work demand on child welfare worker outcomes, as moderated by resources. Poster presentation.
- January, 2017 Hurlburt, M., Finno-Velasquez, M. & **He, A.S.**, Social contextual differences in neighborhood areas with atypically high and atypically low rates of child maltreatment referrals. Oral presentation.
- June, 2016 Presented at the Society for Prevention Research 24th Annual Meeting, San Francisco, CA:
He, A.S., Traube, D.E., Brimhall, K, et al., Service receipt for mental health disorders in child welfare: results of interagency collaboration between child welfare and mental health systems in Los Angeles County. Oral presentation.
- Hurlburt, M.S., **He, A.S.** Finno-Velasquez, M. & Supranovitch, R., Neighborhood consistency in levels of unusual risk for and protection from child maltreatment referrals. Oral presentation.

Finno-Velasquez, M. & **He, A.S.**, Understanding dynamics of neighborhoods with unusual patterns of child maltreatment referrals: a multi-methods study. Oral presentation.

January 2015

Presented at the 19th Annual Conference of the Society for Social Work and Research (SSWR): New Orleans, LA:

He, A.S., "What's your strategy? Examining types and intensity of interagency collaboration between child welfare and drug and alcohol service providers. Symposium.

He, A.S., Fulginiti, A.R. & Finno-Velasquez, M., Connectedness and suicidality: implications for prevention among cps-investigated youth. Oral presentation.

Traube, D. E., **He, A.S.**, & Lim, C.S., Ensuring mental health screening for child welfare-involved children through interagency collaboration. Symposium.

January 2014

He, A.S. & Traube, D., Cross-systems collaboration between child welfare, alcohol and other drugs, and court organizations: perceptions of parental substance use disorders, a mixed-methods approach. Oral presentation.

January 2013

Presentation at the 17th Annual Conference of the Society for Social Work and Research (SSWR): San Diego, CA:

He, A.S. & Traube, D., Do you see what I see: exploring beliefs and perceptions in cross-systems collaboration between child welfare, alcohol and other drugs, and court organizations. Oral presentation.

Roundtable (Guerrero, E, Packard, T., **He, A.S.** & Kim, A.) Sharing leadership and leveraging their competencies to implement evidence-based practices. Roundtable.

Council on Social Work Education (CSWE)

November 2021

Presentations accepted at the Council on Social Work Education (CSWE) Annual Program Meeting (APM), Orlando, FL.

He, A.S. & *Park, I., Everyday workplace discrimination: differential perceptions and psychological well-being among child welfare caseworkers. Oral presentation.

*Stahlschmidt, M.J., **He, A.S.**, & Lizano, E., A dynamic theory of moral distress among child welfare caseworkers. Poster presentation.

*Shah, P., *Park, I., *Dunbar, Z., & **He, A.S.**, Understanding how preparation and professional development impact learning culture in child welfare. Poster presentation.

October, 2019

Williams-Hecksel, C, Kollar, S., & **He, A.S.**, Promoting child welfare education: promising and effective strategies for innovative partnerships. Workshop.

Child Welfare Peer-reviewed Conference Presentations

- August, 2019 Rienks, S., Leake, R., & **He, A.S.**, Do you see what I see? The importance of taking a multisource, mixed-methods approach to assessing organizational health. Oral presentation presented at the National Child Welfare Evaluation Conference. Washington D.C.
- August, 2016 Hurlburt, M., Finno-Velasquez, M. & **He, A.S.**, Understanding dynamics of neighborhoods with unusual patterns of child maltreatment referrals: implications for community intervention. Oral presentation presented at the National Conference on Child Abuse and Neglect, 20th Annual Meeting, Washington, DC.
- Evans, M., Lorthridge, J., & **He, A.S.**, The journey to acceptance: the rise and fall of service experience of LGBTQ foster youth. Poster presented at the National Conference on Child Abuse and Neglect, 20th Annual Meeting, Washington, DC.
- July 2015 Finno-Velasquez, M., Seay, K. & **He, A. S.**, The influence of nativity and legal status on substance abuse and service use among Latino parents reported to child welfare. Oral presentation at the American Professional Society on the Abuse of Children: Boston, MA.
- April 2014 **He, A.S.**, Lim, C.S., Lecklitner, G., Olson, A. & Traube, D.. Inter-agency collaboration between Los Angeles county child protective services and department of mental health: mental health needs and service use. Oral Presentation at the 19th National Conference on Child Abuse and Neglect. New Orleans, LA.

American Public Health Association (APHA)

- November, 2018 **He, A. S.**, *Sedivy, J. & *Phillips, J., Parental opioid use and child welfare. Poster presented at the 146th Annual Meeting of the American Public Health Association (APHA): San Diego, CA.
- November, 2015 143rd Annual Meeting of the American Public Health Association: Chicago, IL:
He, A. S., Examining organizational factors that promote interagency collaboration between child welfare and drug and alcohol service providers. Poster presentation.
- Cederbaum, J. A., **He, A. S.**, Fulginiti, A., & Sullivan, K., Caregiver qualities and family relationships impact on adolescent mental health among adolescents engaged in the child welfare system. Poster presentation.
- Fulginiti, A. & **He, A. S.**, Impact of change in social connectedness on suicidal ideation among child welfare-involved youth. Poster presentation.
- November 2014 Cederbaum, J.A., Petering, R., **He, A.S.**, Hutchinson, M. K., & Jemmott, L., Alcohol outlet density, family relationships, and alcohol use in urban black population in Philadelphia public housing communities. Oral paper presented at the 142nd Annual Meeting of the American Public Health Association: New Orleans, LA.
- October 2012 **He, A.S.** & Traube, D., Do you see what I see: exploring beliefs and perceptions in inter-agency collaboration between child welfare, alcohol

and other drugs, and court organizations. Poster presented at the 140th Annual Meeting of the American Public Health Association: San Francisco, CA.

Other Peer-reviewed Conference Presentations

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| September 2019 | He, A.S. & Kollar, S., Building a healthy workforce: implementing a holistic workforce development framework in child welfare. Storyboard presentation accepted for presentation at the Global Implementation Conference. Glasgow, Scotland. |
| April 2015 | Schrager, S.M, Finno-Velasquez, M., He, A.S. & Traube, D.E. National comparison of substance use among child welfare involved adolescents to the general population. Oral paper presented at the Pediatric Academic Societies Annual Meeting: San Diego, CA. |
| July 2012 | Traube, D. & He, A.S. , Cross-systems collaborative model for integrating substance abuse treatment and child welfare services: findings from New Jersey's Child Protection Substance Abuse Initiative. Poster presented at the Conference for Social Work Social Development: Action and Impact: Stockholm, Sweden. |

INVITED AND MODERATED PRESENTATIONS

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| September, 2021 | Invited Speaker, "Advancing Racial Equity in Child Welfare. Intentional Inclusion – Creating Equity in the Workplace," Children's Bureau and Capacity Building Center for the States' Child Welfare Virtual Expo, US. |
| June, 2021 | Invited Speaker, "Understanding Moral Distress- Building a Resilient Workforce to Address Trauma and Enhance Well-Being," National Child Welfare Workforce Institute, US. |
| March, 2021 | Invited Speaker, "Transforming Moral Distress into Moral Courage. Brave Ideas for Social Change Podcast Series." Graduate School of Social Work, University of Denver, CO. |
| August, 2020 | Invited Speaker, "Building Organizational Capacity to Improve Racial Equity and Inclusion," Adoption Exchange Association, US. |
| February, 2020 | Invited Speaker, "Workforce Development Framework among Child Welfare Workers," Douglas County Department of Human Services, CO. |
| December 2019 | Invited Speaker, "Comprehensive Organizational Health Assessment Summary: Report to Staff," Allegheny County Children Youth and Families, Director Podcast Series, Allegheny, PA. |
| May, 2017 | Invited Panelist, "Community Informant Explanations for Unusual Neighborhood Rates of Child Maltreatment Reports," Qualitative Research Group Colloquium, Graduate School of Social Work, University of Denver, CO. |
| April, 2017 | Invited Speaker, "Social-Environmental Characteristics of Neighborhoods: Advancing Ecologically Oriented Research on Child Maltreatment |

	Prevention," Kempe Center Ground Rounds, Anschutz Medical Campus, CO.
July, 2015	Discussant, "Grand Challenges, Responsible Innovation, and Social Work Science," Discussant for the Innovation in Social Work Roundtable, University of Southern California: Bainbridge, WA.
April, 2015	Invited Speaker, "Preparing for the Professoriate Series: NIH F31 Training Seminar," University of Southern California PhD Program and Hamovitch Center for Science in the Human Services.
October, 2014	Invited Speaker, "Perceptions of Parental Substance Use Disorders in Cross-System Collaboration among Child Welfare, Alcohol and Other Drugs, and Dependency Court Organizations." Practice and Research Together (PART), Canada.

PROFESSIONAL MEMBERSHIPS

2011- Present	Society for Social Work and Research (SSWR)
2015- Present	Council on Social Work Education (CSWE)
2015- Present	American Public Health Association (APHA)
2015- Present	National Association of Social Work (NASW)
2019- Present	Society for Organizational Health Psychology (SOHP)

SERVICE

University of Denver

2021 – Present	Shades of Brown Alliance (SOBA), Faculty Advisor
2021 – Present	Curriculum Workload Workgroup, Appointed Member
2020 – Present	Inaugural Faculty Affiliate, Butler Institute for Families
2020 – Present	GSSW Project Survey Approval Committee
2019 – Present	Faculty Senate, Elected Member
2019 – Present	Course Lead, Evidence for Practice (foundation course, 10 to 25 sections each quarter)
2019 – Present	Facilitator, BIPOC Caucusing groups
2018 – Present	Organizational Culture and Climate Committee, Appointed Member
2017 – Present	Inclusive Excellence Committee, Elected Faculty Member
2016 – Present	Title IV-E Colorado Child Welfare Scholars Consortium

2016 – Present Faculty of Color Association, Faculty Member

Doctoral Mentorship

2019 – Present Post-doctoral fellow, Mary Jo Stahlschmidt

2016 – 2019 PhD student, Jon Phillips

2017 – 2020 PhD student, Jennifer Sedivy

Community Engagement

2020 Englewood Police Reform Task Force, Appointed Community Member

2018-2019 Member, Program and Services Subcommittee Development of Colorado's Roadmap for the Family First Prevention Services Act, Colorado Department of Human Services

2018 Member, Committee for the Implementation of the Family First Prevention Services Act, Colorado Department of Human Services

Research Community

2020-Present Coach, Faculty Success Program, National Center for Faculty Development Coach & Diversity

2018-Present Member, Executive Steering Committee, National Child Welfare Workforce Institute

Reviewer

2020-Present Journal of Community & Applied Social Psychology

2020-Present Community Psychology

2020-Present Evaluation and Health Professional

2019-Present Council on Social Work Education Annual Program, Abstract Reviewer

2018- Present Children & Family Social Work

2016- Present Children Youth Services Review

2015- Present Child Abuse & Neglect