

MICHAEL D. PELTS, PhD, MSW

Education

Ph.D., University of Missouri - Columbia, Major: Social Work.
Graduate Certificate in Public Health

Master of Social Work (MSW), Portland State University

BS, University of Southern Mississippi, Major: Social and Rehabilitation Services.
Minor: Psychology

Academic & Teaching Experience

Aug 2022 – Present – Independent Consultant, Course Development, Adjunct Instruction.

Aug 2020 - Aug 2022 - Associate Professor and Field Coordinator, Pacific Lutheran University,
Department of Social Work

Aug 2018 - Aug 2020 - Assistant Professor, University of Arkansas at Little Rock, School of Social
Work

Aug 2015 - Aug 2018 - Assistant Professor, The University of Southern Mississippi, School of
Social Work (2015-2016 visiting instructor while completing dissertation)

Aug 2013 - May 2015 - Graduate Teaching, University of Missouri School of Social Work

Graduate Courses Taught

Foundations III (Macro Practice)	Social Welfare Policies and Services (Lead Instructor)
Problem-Solving with Groups	Social Work Practice and Diverse Sexuality
Social Work Integrative Seminar III	Social Policy Analysis & Advocacy
Systems Thinking & Systems Change	Social Work Practice Research
MSW Field Education Seminar I & II	Academic Advising with MSW Students
Youth, Community & Systems Change	
Field Experience Liaison - MSW Students Foundation & Advanced Practice	

Undergraduate Courses Taught

Social Policy I: History of Social Welfare	Methods of Social Work Research (Lead instructor)
Social Policy II: Social Policy Analysis	Capstone Proposal for Seniors
Social Work Practice III: Macro	Capstone Senior Seminar
Field Experience Seminar	Social Welfare Systems
Social Work Practice II	Human Behavior in the Social Environment II
Theory & Practice of Social Group Work	Research for Social Work Practice
Academic Advising with Undergraduate Students	

Scholarship

Peer-Reviewed Publications

2023

Turner, G. **Pelts, M.** Frabotta, R. & Pacely, M. (2023). They were the best of times; they were the worst of times: Reflections illuminate emerging adults' sexual experiences. *Sexuality Research and Social Policy*. <https://doi.org/10.1007/s13178-023-00865-5>

2021

Turner, G. **Pelts, M.** (2021) Sexually informed social work practice: Harnessing the power of reflection and a hallmark experiential sexuality education activity. *The British Journal of Social Work* 52(2), 872-889. <https://doi.org/10.1093/bjsw/bcab071>

2019

Pelts, M. (2019). Life review with lgbt older adults. *NASW Specialty Practice Sections: Aging Section Connection*. Fall/Winter 2019. <https://www.socialworkers.org/Careers/Specialty-Practice-Sections/Aging>

Pelts, M., Albright, D.L., McDaniel, J., Laski, S. & Godfrey, K. (2019). An exploratory study: Informing health and prevention services for transgender and gender nonconforming student service members and veterans. *Traumatology* 25(2), 142–151. <https://doi.org/10.1037/trm0000190>

Galambos, C.M., Rantz, M., Craver, A., Bongiorno, **M.**, **Pelts, M.**, Holik, A., & Jun, J.S. (2019). Living with intelligent sensors: Older adult and family member perceptions. *Computers, Informatics, Nursing* 37(12), 615-627. doi: 10.1097/CIN.0000000000000555

2018

Pelts, M., Albright, D.L., McDaniel, J., & Godfrey, K. (2018). Physical health characteristics of student service members and Veterans by sexual orientation. *Journal of American College Health*. doi.org/10.1080/07448481.2018.1502774

Hrostowski, S., **Pelts, M.**, (2018). The promises and challenges of PrEP in Mississippi. *Journal of HIV and Retrovirus*, 4(1:6). <https://hiv.imedpub.com/the-promises-and-challenges-of-preexposure-prophylaxis-prep-in-mississippi.php?aid=22199>

Galambos, G., Rantz, M., Bongiorno, M., **Pelts, M.**, & Jun, J.S. (2018) A qualitative examination of older adult and family member perceptions of living with intelligent sensors. *Gerontechnology*, 37(12), 615-627. doi: 10.4017/gt.2018.17.s.176.00

Pelts, M., Hrostowski, S., Cardin, S., Swindle, R. (2018). Using a life review to inform mental health services with older gay and lesbian veterans. *Best Practices in Mental Health*, 14(1), 27-39. <https://thedavidfollmergroup.com/best-practices-in-mental-health/>

2017

Turner, G.W., **Pelts, M.**, & Thompson, M. (2017). Between the academy and queerness: Microaggressions in social work education. *Affilia* 33(1) 98-111. doi: 10.1177/0886109917729664

Pelts, M. & Galambos, C. (2017). Intergroup contact: Using storytelling to increase awareness of lesbian and gay older adults in long-term care settings. *Journal of Gerontological Social Work*, 60(6-7), 587-604. doi:10.1080/01634372.2017.1328478

Albright, D. L., Fletcher, K. L., **Pelts, M.**, & Taliaferro, L. (2017). Use of college mental health services among student veterans. *Best Practices in Mental Health*, 13(1), 66-80.

2016

Turner, G. W., **Pelts, M.**, & Thompson, M. G. (2016). Breaking taboos: The power of group work for first generation scholars. *Social Work with Groups* 40(1-2), 168-173. doi: 10.1080/01609513.2015.1069114

2015

Pelts, M., & Albright, D. L. (2015). An exploratory study of student service members/veterans' mental health characteristics by sexual orientation. *Journal of American College Health* 63(7), 508-512. doi:10.1080/07448481.2014.947992

2014

Pelts, M., Rolbiecki, A., & Albright, D. L. (2014). Wounded bonds: A review of the social work literature on gay, lesbian and bisexual military service members and veterans. *Journal of Social Work* 15(2), 207-220. doi: 1468017314548120.

Pelts, M. & Albright, D. L. (2014). Critical analysis of the interpreter scale. *DREAM: Directory & Repository of Educational Measures*. doi: 10.15766/mep_2374-8265.9845 Available from: www.mededportal.org/publication/9845

Pelts, M., Rolbiecki, A., & Albright, D. L. (2014). Implication for services with gay men and lesbians who have served. *Social Work in Mental Health*, 12(5-6), 429-442. doi: 10.1080/15332985.2013.854286

Pelts, M., Rolbiecki, A., & Albright, D. L. (2014). An update to 'Among the Missing': Lesbian and gay content in social work journals. *Social Work*, 59(2), 131-138. doi: 10.1093/sw/swu005

Pelts, M. (2014). A look back at the Defense of Marriage Act: Why same sex marriage is still relevant for social work. *Affilia: Journal of Women in Social Work*, 29(2), 237-247. doi: 10.1177/0886109913519793

2013

Thompson, A., Ruhr, L., Maynard, B., **Pelts, M.**, & Bowen, N. (2013). Self-management interventions for reducing challenging behaviors among school-age

students: A systematic review. *Campbell Collaboration, Review protocol*.
www.campbellcollaboration.org/lib/project/264/

Book Chapters

Turner, G. W., **Pelts, M.**, & Thompson, M. G. (2018). Breaking taboos: The power of group work for first generation scholars (chapter 30). In A. Malekoff (Ed.), *Group work stories celebrating diversity*. New York, NY: Routledge.

Pelts, M., Rolbiecki, A., & Albright, D. L. (2014). LGBT student veterans (chapter 5). In J. Coll & E. Weiss (Eds.), *Student veterans in human services programs: A primer for administrators, faculty and academic advisors*. Chicago, IL: Lyceum Books.

Rolbiecki, A., **Pelts, M.**, Albright, D. L. (2014). Student veterans impacted by military sexual trauma (chapter 12). In J. Coll & E. Weiss (Eds.), *Student veterans in human services programs: A primer for administrators, faculty and academic advisors*. Chicago, IL: Lyceum Books.

Reports

Pelts, M. (2017). Strategic plan supplemental technical report for practices related to service delivery in S. Campbell's 2017 Supplemental Technical Report for Strategic Plan for Families First for Mississippi.

Burgess, D. & **Pelts, M.** (2010). Research update: Characteristics of fall term 2009 first-time freshmen admitted under the new GPA requirement. Portland State University, Office of Institutional Research and Planning, *Research Bulletin*, 13-2.

Burgess, D. & **Pelts, M.** (2010). Research update: Profile of the entering class of 2009. Portland State University, Office of Institutional Research and Planning, *Research Bulletin*, 13-1.

Podcast

Pelts, M. & Albright, D.L. (2016, January 18). Wounded bonds: Gay, lesbian, and bisexual (GLB) military service members and veterans. inSocialWork® Podcast Series. [Audio Podcast]. <http://www.insocialwork.org/episode.asp?ep=183>

Book Reviews

Pelts, M. (2013). Book review: Developing evidence-based generalist practice skills. *Research on Social Work Practice*, 23 (4), 482-483.

Research Projects in Progress

Ruhr, L. & **Pelts, M.** Exploring the stigma of sexually transmitted infections STIs and HIV/AIDS in Arkansas.

Pelts, M., Danforth, L., & Fletcher, D. Evaluating a Safe Space Training for Social Work Education Field Instructors

Pelts, M. Exploring the effectiveness of LGBT competency training with field instructors.

Presentations

Peer-Reviewed Presentations

2021

Pelts, M., & Turner, G., (2021). They were the best/worst of times: Emerging adults' sexual experience narratives. Accepted for presentation at the American Association of Sexuality Educators, Counselors and Therapists (AASECT) 53rd Annual Conference, virtual.

2020

Pelts, M., Danforth, L., Burse, J. & Ruhr, L. (2020). Evaluating a Safe Zone Training for social work education field instructors. Presented virtually at the 66th Council on Social Work Education Annual Program Meeting.

Pelts, M. & Freese, R. (2020). Extending intergroup contact theory. Accepted for presentation at The 3rd International Conference on LGBT+ Psychology and Related Fields. Lisbon, Portugal

Pelts, M. (2020). Should social work lead or follow? Accepted for presentation at: SWSD 2020: The Global Social Work Agenda – The Next Ten Years. Calgary, Alberta, Canada.

Pelts, M., Ruhr, L, Burse, J., & Danforth, L. (2020). Advancing social work during political hyper-partisanship. Accepted for presentation at: SWSD 2020: The Global Social Work Agenda – The Next Ten Years. Calgary, Alberta, Canada.

Pelts, M., & Turner, G., (2020). They were the best/worst of times: Emerging adults' sexual experience narratives. Accepted for presentation at the American Association of Sexuality Educators, Counselors and Therapists (AASECT) 52nd Annual Conference, Palm Springs, CA.

2019

Pelts, M., & Turner, G., (2019). The power of reflection in the classroom: Results of a case study. Presented at the 65th Council on Social Work Education Annual Program Meeting. Denver, CO.

Turner, G., & **Pelts, M.,** (2019). They were the best/ worst of times: Emerging adults' sexual experience narratives. Presented at the 65th Council on Social Work Education Annual Program Meeting. Denver, CO.

Pelts, M., Burse, J., Danforth, L., & Ruhr, L. (2019) Moving education, research, and practice forward during a period of political regression. Presented at the 65th Council on Social Work Education Annual Program Meeting. Denver, CO.

Turner, G., & **Pelts, M.** (2019). The power of sexuality reflection in the classroom: Results of a case study. Presented at the American Association of Sexuality Educators, Counselors and Therapists (AASECT) 51st Annual Conference.

Pelts, M., Albright, D.L., McDaniel, J., Laski, S. & Godfrey, K. (2019). An exploratory study: Informing health and prevention services for transgender and gender

nonconforming student service members and veterans. Presented at the 23rd Annual Society for Social Work and Research Conference. San Francisco, CA.

Pelts, M., Albright, D.L., McDaniel, J., & Godfrey, K. (2018). Physical health characteristics of student service members and Veterans by sexual orientation. Presented at the 23rd Annual Society for Social Work and Research Conference. San Francisco, CA.

2018

Pelts, M., Hrostowski, S., Cardin, S., Swindle, R. (2018). Using a life review to inform mental health services with older gay and lesbian veterans. Presented at the 64th Council on Social Work Education Annual Program Meeting. Orlando, FL.

Pelts, M., Freese, R., Danforth, L., First, J., (2018). Lessons learned in social work intervention research with diverse and marginalized populations: A discussion about planning, theory, adaptability, and dissemination. Round table presented at the 22nd Annual Society for Social Work and Research Conference. Washington, DC.

Turner, G., **Pelts, M.**, M. Myers, L. (2018). Sexually literate social workers: A review of a staple of social work professional training, continuing education indicates a lack of basic training on human sexuality. Presented at the 22nd Annual Society for Social Work and Research Conference. Washington, DC.

2017

Pelts, M., Turner, G., Thompson, M. (2017). Microaggressions in social work education: Between the academy and queerness. Presented at the 63rd Council on Social Work Education Annual Program Meeting. Dallas, TX

Rantz, M, Galambos, C., Craver, A., Bongiorno, **M.**, **Pelts, M.**, Jung, S. (2017). Older adult and family member perceptions of living with intelligent sensors: Qualitative results from a prospective intervention study. Presented at the Nursing Home Research International Working Group. St. Louis, MO.

Turner, G., **Pelts, M.**, Thompson, M. Myers, L. (2017). The practical application of sexual literacy to social work. Round table presented at the 21st Annual Society for Social Work and Research Conference. New Orleans, LA.

Pelts, M., Albright, D., Swindle, R. (2017). Physical health characteristics of student service members and veterans by sexual orientation (2017). Presented at the 21st Annual Society for Social Work and Research Conference. New Orleans, LA.

Albright, D., **Pelts, M.**, Bertram, J. (2017). Use of college mental health services among gender minatory service member and student veterans. Presented at the 21st Annual Society for Social Work and Research Conference. New Orleans, LA.

2016

Myers, L. **Pelts, M.**, Thompson, M., Turner, G. (2016). Sexual justice and social work in the United States: An intersection of social justice, microaggressions, and sexual literacy. Presented at: Transgressing Boundaries and the Intersection of Sexualities in Social Work Conference, Olten, Switzerland

Pelts, M. (2016). Using storytelling to increase awareness of LG older adults among care staff. Presented at the 62nd Council on Social Work Education Annual Program Meeting, Atlanta, GA

Bertram, J. **Pelts, M.**, Albright, D. (2016). Transition: Supporting transgender service members and veteran students. Presented at the Fourth Annual Military Social Work Conference, Austin, TX

Pelts, M., Galambos, C. (2016). A study of Intergroup Contact Theory: Lesbian and gay older adults and long-term care staff. Presented at The Gerontological Society of America's 69th Annual Scientific Meeting. New Orleans, LA

Galambos, C., Craver, A., **Pelts, M.** Jun, S., Rantz, M. (2016). Living with Intelligent Sensors: Older adult and family member perceptions. Presented at the Gerontological Society of America's 69th Annual Scientific Meeting. New Orleans, LA

Freese, R., **Pelts, M.**, Yu, M. (2016). Exploring healthcare needs and service options after the implementation of the Affordable Care Act. Presented at the 20th Annual Society for Social Work and Research Conference, Washington, DC

2015

Galambos, C., Craver, A., **Pelts, M.** Jun, S., Rantz, M. (2015). Technology and privacy: Perceptions from older adults in assisted living. Presented at the Gerontological Society of America's 68th Annual Scientific Meeting, Orlando, FL

Pelts, M., Albright, D.L, & Freese, R. (2015). Mental health disparities among military service members and veterans enrolled in college. Presented at the 19th Annual Society for Social Work and Research Conference, New Orleans, LA

Albright, D.L, **Pelts, M.**, & Freese, R. (2015). Use of college mental health services among student veterans. Presented at 19th Annual Society for Social Work and Research Conference, New Orleans, LA

2014

Pelts, M., Rolbiecki, A. & Albright, D.L. (2014). Sexual & gender minority student veterans: A primer for SW education. Presented at the 60th Council on Social Work Education Annual Program Meeting, Tampa, FL

Pelts, M., (2014). Incorporating LGB research in practice settings: Where is the social work literature on LGB populations? A 15 Year review of the literature. Presented at 2nd Annual National LGBT Research Symposium at the University of Illinois at Urbana-Champaign, IL

Rantz, M., Skubic, M, Galambos, M, Craver, A., Sim J., & **Pelts, M.** (2014). Intelligent sensor system for early illness alerts in senior housing. Presented at Gerontological Society of America 67th Annual Scientific Meeting, Washington, DC

Craver, A., **Pelts, M.**, Sim, Jun, J., Back, J., Galambos, C., Rantz, M. (2014). Building upon Sunderland: An expanded rubric for scoring the Clock-Drawing Test of Executive Function. Presented at 24th Annual Caring for the Frail Elderly Conference, Columbia, MO

Pelts, M., & Albright, D.L. (2014). Characteristics that predict student veterans' use of campus mental health services. Accepted at American Public Health Association 142nd Annual Meeting and Expo, New Orleans, LA

Pelts, M., & Albright, D.L. (2014). Health inequities among lesbian, gay and bisexual student veterans. Accepted at American Public Health Association 142nd Annual Meeting and Expo, New Orleans, LA

Invited Scholarly Presentations

Pelts, M. (2019). Teach for America. Understanding and managing microaggression towards LGBTQ+ people in the classroom. Teach for America Regional Conference, Little Rock, AR

Pelts, M., Albright, D.L., Froese, S., (2015). Transgender student veterans. Presented at the Transgender Spectrum Conference, St. Louis, MO

Pelts, M., Klemp, H., Stribling, D. & Albright, D.L. (2014). The interaction of sexual orientation, military service and higher education. Presented at the Social Justice Symposium, Columbia, MO.

Pelts, M. & Boucher, C. & Albright, D.L. (2014). Serving LGBT student veterans. Presented at the Second Annual, Military and Veteran Social Work Conference, St. Leo, FL

Service

Profession of Social Work

- 2019 Reviewer, *Oxford Research Encyclopedia of Politics: Oxford Encyclopedia of LGBT Politics and Policy*.
- 2018-2021 Manuscript Reviewer, *Journal of Homosexuality*
- 2018 Textbook Reviewer, *Documents of American Social Welfare History*. Cognella Publishing, San Diego, CA
- 2017 Conference Reviewer: Society for Social Work Research, 2018 Annual Conference Reviewer for sexual orientation and gender identity (SOGI) track submissions.
- 2017 Conference Reviewer: Council on Social Work Education, 2017 Annual Program Meeting reviewer for Lesbian, Gay, Bisexual, Transgender Issues Track.
- 2016 Textbook Reviewer, *A Human Services Guidebook to Understanding and Intervening with Military/Veteran Connected Families*. SAGE, Thousand Oaks, CA
- 2013–2014 Guest Manuscript Reviewer, *LGBT Health*
- 2013 Guest Manuscript Reviewer, *Health and Social Work*

University & College Service

- 2020-2022 Chair of MSW Development Team, Lead the Development of Proposal to Create an MSW Program at Pacific Lutheran University

2020 CEHP Faculty Representative, University Research Council, The University of Arkansas at Little Rock

2019 – Present Alternate, CEHP Awards Committee, The University of Arkansas at Little Rock, College of Education and Health Professions

2019 Representative, Faculty Focus Group - UALR Branding Platform, The University of Arkansas at Little Rock

2018 – 2019 Faculty Mentoring Program. The University of Arkansas at Little Rock

2018 Faculty Marshal, The University of Arkansas at Little Rock, College of Education and Health Professions, Commencement

2016 – 2018 Faculty Affiliate, The University of Southern Mississippi, Drapeau Center for Undergraduate Research

2016– 2018 Faculty Representative, The University of Southern Mississippi, Office of the Provost, New Faculty Orientation and Transition Committee

2016–2018 Trainer, The University of Southern Mississippi, Southern Miss Allies Safe Space Training Team

2014 – 2015 Doctoral Student Representative, University of Missouri, School of Social Work, Alumni Board

2014 Doctoral Student Representative, University of Missouri, School of Social Work, PhD Curriculum Committee

2013 – 2015 Graduate Student Member, University of Missouri, Eldertech Team

School of Social Work

2020 -2022 Social Work Curriculum Committee, Pacific Lutheran University

2019 -2020 Online Teaching Committee (ad-hoc), Chair
CEHP Award Committee, Member

2018 – 2020 Diversity Committee, Member 2018, Chair 2019
Peer Review Committee, Member

2015 – 2018 Faculty Representative, The University of Southern Mississippi, School of Social Work, Curriculum Committee

- Diversity content team
- Micro content team
- Political action content team
- BSW curriculum team

Community

2019 – 2020 TRANSNetwork - Transgender Health Research & Advocacy in the South. University of Arkansas for Medical Sciences, School of Public Health. Academic member, connecting research, community, and the delivery of care

2014 University of Missouri, Integrated Behavioral Health Clinic, Program Development Adviser

- 2013 Quality Improvement Program for Missouri (QIPMO), Member of ad-hoc committee to identify and develop training content
- 2007 – 2009 Lifelong AIDS Alliance, Seattle, Washington. Volunteer with Coordination of Food Bank and Health Equity Promotion
- 2008 – 2010 Cascade AIDS Project, Portland, Oregon. Volunteer, AIDS walk & FLASH team member

Contracts, Grants and Awards

- 2020 University of Arkansas at Little Rock, College of Education and Health Professions Travel Funding Program. Awarded: \$1000 to attend and present at the American Association of Sexuality Educators, Counselors and Therapists (AASECT) 52nd Annual Conference.
- 2018 The University of Southern Mississippi, Office of the Provost and Universities Libraries Open Textbook Initiative. Faculty grant program to support the replacement of traditional commercial textbooks with academically equivalent alternatives. Awarded: \$800 and dedicated support from library faculty and graduate assistant. **Principal Investigator**
- 2017 The University of Southern Mississippi, Office of the Provost (2018). Summer Grant for the Improvement of Instruction. Faculty grant program to promote innovation and creativity in the classroom to transform a traditional model to an active learning model. RFP Cancelled: \$6,600.
- 2017. Fahs-Beck Fund for Research and Experimentation. Faculty Grant Program proposal: Needs Assessment of LGBT Mississippians Age 50 and Older. **Principal Investigator**. Not selected for funding: \$20,000.
- 2017 Corporation for National & Community Service. National Service and Civic Engagement Research Competition grant proposal application “Exploring the Differences in Motivations for Civic Engagement among Veteran and Civilian Older Adults.” **Co-PI**. Not selected for funding: \$149,933.
- 2017 Families First For Mississippi (2017). Consultation for program development and implementation. **Consultant**. Awarded: \$6,200.
- 2016 The University of Southern Mississippi, Office of Vice President for Research. \$2,000. Proposal Development Grant to support Attendance at the NIH Regional Seminar: Program Funding and Grants Administration for the development of SGM-related research.
- 2016 Gerontological Society of America, Travel Award. \$1,200 to support travel costs and complimentary registration to attend the GSA workshop titled: The Development of Evidence-Based Practices: Expanding the Reach to Lesbian, Gay, Bisexual and Transgender (LGBT) Older Adults. And, to support travel

costs to present “A study of Intergroup Contact Theory: Lesbian and gay older adults and long-term care staff.”

2014 University of Missouri Health System, Interdisciplinary Center on Aging (2014). Research Enrichment and Dissemination (READ) Grant. \$2,480 to support dissertation research. **Principal Investigator.**

2006 - Social Security Administration. \$900,000 to provide Work Incentives Planning to 2009 SSI and SSDI Recipients in 13 counties. **Principal Investigator.**

2006 - Florida Workforce Development. \$48,500 start-up funds to provide job coaching support in the creation of a new model of employment and training for individuals with developmental disabilities. **Principal Investigator.**

2003 - Able Trust. \$38,000 to pilot “Learn to Earn Internship Program” with Brevard 2004 Public Schools serving students with disabilities. **Principal Investigator.**

2000 - Social Security Administration. \$504,672 to provide Benefits Planning, 2006 Assistance and Outreach to SSI and SSDI Recipients in 4 counties. **Principal Investigator.**

Professional Affiliations

Council on Social Work Education
Gerontological Society of America
National Association of Social Workers
Society for Social Work and Research
The International Society for Gerontechnology

Recognition

2018 2017-2018 Instructor of the Year. School of Social Work, The University of Southern Mississippi
2017 2016-2017 Emerging Scholar of the Year Award, College of Health, The University of Southern Mississippi
2014 Eleanor J. and John W. Watt Scholarship for Social Work, University of Missouri
2013 Commitment to Teaching and Mentoring Award (nominated), University of Missouri

Clinical, Practice, Managerial, and Additional Research Experience

2013 - 2015 Graduate Research Assistant, Sinclair School of Nursing, University of Missouri, Columbia, MO. National Institutes of Health, Intelligent Sensor System for Early Illness Alerts in Senior Housing Study.

2012 - 2014	Graduate Research Assistant, School of Social Work, University of Missouri, Columbia, MO. Research focus: Military personnel, veterans, and their families.
2012 - 2013	Graduate Research Assistant, School of Social Work, University of Missouri, Columbia, MO. Research focus: School social work.
2010 – 2012	Psychiatric Social Worker, Eastern State Hospital, DSHA, State of Washington, Medical Lake, WA.
2009 – 2010	MSW Intern, Veterans Administration Medical Center, Outpatient Mental Health Clinic, Portland, OR
2009 - 2010	Graduate Research Assistant, Office of Institutional Research and Planning, Portland State University, Portland, OR.
2008 – 2009	MSW intern, Cascade AIDS Project, Housing and Care Services Department, Portland, OR
2008	Project Manager, Bellevue College, Work First Program, Bellevue, WA
2007 – 2008	Consultant, Brevard Achievement Center, Rockledge, FL.
1998 – 2007	Program Management, Brevard Achievement Center, Rockledge, FL.
1991 – 1998	Vocational Evaluator and Director of Community Concepts Division, SRVS, Memphis, TN.