

Curriculum Vitae

Craig S.J. Schwalbe, Ph.D.

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Education

- Ph. D 2004 School of Social Work, University of North Carolina, Chapel Hill.
Dissertation: *Measuring Risk for Juvenile Justice Decision Making.*
- MSW 1995 Augsburg College, Minneapolis Minnesota.
Concentration: Social Work Practice with Families.
- B. A. 1991 Concordia College, Moorhead Minnesota.
Major: Social Work
Magna Cum Laude graduate

Awards, Honors, and Fellowships

- 2009 WT Grant Foundation Scholars award.
- 2004 North Carolina IMPACT AWARD. Recognizing graduate research with direct benefits for the citizens of North Carolina.
- 2003 Spencer Foundation pre-doctoral fellowship in education policy research.

Faculty Appointments

- 2018 – current Professor, Columbia University School of Social Work
- 2022 – current Interim Director, Workplace Center
- 2015 – 2018 Associate Dean for Academic Affairs, Columbia University School of Social Work
- 2014 – 2015 Interim Associate Dean for Academic Affairs, Columbia University School of Social Work
- 2011 – 2018 Associate Professor, Columbia University School of Social Work.
- 2004 – 2011 Assistant Professor, Columbia University School of Social Work.

Courses Taught: Foundations of Social Work Practice (T7100); Direct Practice with Individuals, Families, and Groups (T7102); Seminar on Professional Identity (T6015); Family Treatment for Adolescent Delinquency and Aggression (T7114); Delinquency (HBSE660B); Advanced Clinical Practice (T7113); Social Work Research (T6501)

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International Courses Taught: Foundations of Social Work Practice (May, 2009, July, 2009, May, 2010; Amman, Jordan); Advanced social work evidence-based assessment and interventions: Preventing and treating problematic behaviors of adolescence (February, 2010; Amman, Jordan).

Doctoral Dissertation Committees: Jennifer Bellamy (2006); Jessica Kahn (2006); Geetha Gopalan (Co-Sponsor with Jane Waldfogel, 2008); Jennifer Elkins (2011); Gretchen Thomas (2013); Katheryn Brewer (Sponsor, 2017); Kimberly Spencer Suarez (Sponsor, 2020).

Research

- 2022 – 2025 *Teens on Probation*. Co-Principle Investigator (with Debi Koetzle, John Jay College of Criminal Justice. National Science Foundation (\$337,246)
- 2013 – 2014 *The Community-Family Integration Teams (C-FIT) Project: Community-Based Psychosocial Services and Interventions for At-Risk Children and Adolescents in Jordan*. Co-Principle Investigator (with Robin Gearing and Michael MacKenzie). United Nations Children's Fund (UNICEF) (1 year, \$527,439).
- 2012 – 2013 *The Community-Family Integration Teams (C-FIT) Project: Community-Based Psychosocial Services and Interventions for At-Risk Children and Adolescents in Jordan*. Co-Principle Investigator (with Robin Gearing and Michael MacKenzie). United Nations Children's Fund (UNICEF) (1 year, \$332,375).
- 2011 – 2012 *Examining Community Intervention Strategies for Reducing Stigma*. Co-Principle Investigator (With Robin Gearing and Michael MacKenzie).. United Nations Children's Fund (UNICEF) (1-year, \$12,685).
- 2010 – 2012 *Community-Family Integration Team (C-FIT) Project: Community-Based Services and Interventions for Children and Adolescents in Jordan*. Co-Principal Investigator (with Robin Gearing and Michael Mackenzie). Funded by United Nations Children's Fund (UNICEF). (1 year, \$264,288).
- 2009-2015 *Social Processes in Probation*. Principal Investigator. Funded by the WT Grant Foundation Scholars program (5 years, \$350,000).
- 2008-2010 *Survey of Adherence Promoters in Mental Health Care*. Co-Principal Investigator with Robin Gearing (Columbia University). Funded by the Sandifer Endowment (Peer reviewed Columbia University faculty development grant, \$1,200).
- 2007-2010 *National Survey of Juvenile Probation Officers*. Co-Principal Investigator with Tina Maschi (Fordham University). Funded by the Sandifer Endowment (Peer reviewed Columbia University faculty development grant, \$400).

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- 2006-2007 *Meta-analysis of juvenile justice risk assessment predictive validity.* Principal investigator.
- 2006-2007 *Structured case planning for probation officers in North Carolina: Protocol development.* Consultant. Funded by the North Carolina Governor's Crime Commission (1 year, \$15,000).
- 2006-2007 *Expanding predictive validity of the Arizona Risk/Needs Assessment.* Principal Investigator.
- 2006-2007 *Project pathways: Service utilization in the juvenile justice system.* Co-PI with Tina Maschi (Monmouth University) and Schnavia Smith-Hatcher (University of Georgia).
- 2001 – 2004 *Revising juvenile justice risk assessment in North Carolina.* Research Assistant. Principal investigator: Mark Fraser.
- 2001 – 2003 *Making Choices.* Designed classroom based curriculum to support Making Choices, a school-based intervention to prevent anti-social and aggressive behavior in elementary aged children, and monitored the fidelity of its implementation. Research Assistant. Principal investigators: Mark Fraser, Maeda Galinsky & Paul Smokowski.

Publications

1. Schwalbe, C. S., Fraser, M. W., Day, S. H. & Arnold, E. M. (2004). North Carolina Assessment of Risk (NCAR): Reliability and predictive validity with juvenile offenders. *Journal of Offender Rehabilitation, 40* (1-2), 1-22.
2. Schwalbe, C. S. (2004). Re-visioning risk assessment for human services decision making. *Children and Youth Services Review, 26*, 561-576.
3. Schwalbe, C. S., Fraser, M. W., Day, S. H., & Cooley, V. (2006). Classifying juvenile offenders according to risk of recidivism: Predictive validity, race/ethnicity, and gender. *Criminal Justice and Behavior, 33*, 305-324.
4. Schwalbe, C.S., Fraser, M.W., & Day, S.H. (2007). Predictive validity of the Joint Risk Matrix with Juvenile Offenders: A focus on gender and race/ethnicity. *Criminal Justice and Behavior, 34*, 348-361.
5. Schwalbe, C. S. (2007). Risk Assessment for Juvenile Justice: A meta-analysis. *Law and Human Behavior, 31*, 449-462.
6. Schwalbe, C. S., Macy, R. J., Day, S. H., & Fraser, M. W. (2008). Classifying Offenders: An Application of Latent Class Analysis to Needs Assessment in Juvenile Justice. *Youth Violence and Juvenile Justice, 6*, 279-294.
7. Schwalbe, C. S. (2008). A Meta-Analysis of Juvenile Justice Risk Assessment Instruments: Predictive Validity by Gender. *Criminal Justice and Behavior, 35*, 1367-1381.

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8. Schwalbe, C. S. (2008). Strengthening the integration of actuarial risk assessment with clinical judgment in an evidence based practice framework. *Children and Youth Services Review*, 30, 1458-1464.
9. Maschi, T., Smith Hatcher, S., Schwalbe, C., & Scotto R, N. (2008). Mapping the social service pathways of youth to and through the juvenile justice system: A comprehensive review. *Children and Youth Services Review*, 30, 1376-1385.
10. Schwalbe, C. S. (2009). Risk assessment stability: A revalidation study of the Arizona Risk/Needs Assessment Instrument. *Research on Social Work Practice*, 19, 205-213.
11. Schwalbe, C. S., Hatcher, S., Maschi, T. (2009). The Effects of Treatment Needs and Prior Social Services Utilization on Juvenile Court Decision Making. *Social Work Research*, 33, 31-40.
12. Schwalbe, C. S. & Maschi, T. (2009). Investigating probation strategies with juvenile offenders: The influence of officers' attitudes and youth characteristics. *Law and Human Behavior*, 33, 357-367.
13. Maschi, T., Schwalbe, C.S., Morgen, K., Gibson, S. & Violette, N.M. (2009). Exploring the influence of gender on adolescents' service needs and service pathways. *Children and Youth Services Review*, 31, 257-264.
14. McReynolds, L. S., Schwalbe, C. S., & Wasserman, G. A. (2010). The contribution of psychiatric disorder to juvenile recidivism. *Criminal Justice and Behavior*, 37, 204-216.
15. Wasserman, G. A., McRaynolds, L. S., Schwalbe, C. S., Keating, J. M., & Jones, S. A. (2010). *Criminal Justice and Behavior*, 37, 1361-1376.
16. Kahn, J. M. & Schwalbe, C. S. (2010). The timing to and risk factors associated with child welfare system recidivism at two decision-making points. *Children and Youth Services Review*, 32, 1035-1044.
17. Schwalbe, C. S., & Maschi, T. (2010). Patterns of contact and cooperation between juvenile probation officers and parents of youthful offenders. *Journal of Offender Rehabilitation*, 49, 398-416.
18. Schwalbe, C. S., & Maschi, T. (2011). Confronting delinquency: Probation officers' use of coercion and client centered tactics to foster youth compliance. *Crime and Delinquency*, 57, 801-822.
19. Schwalbe, C. S., & Gearing, R. E. (2012). The moderating effect of adherence promoting interventions with clients on evidence based practices for children and adolescents with mental health problems. *American Journal of Orthopsychiatry*, 82, 146-155.
20. Gearing, R. E., Schwalbe, C. S., Dweck, P., & Berkowitz, J. (2012). Investigating adherence promoters in evidence-based mental health interventions with children and adolescents. *Community Mental Health Journal*, 48, 63-70.
21. Schwalbe, C. S., Gearing, R. E., MacKenzie, M. J., Brewer, K. B., Ibrahim, R. (2012). A meta-analysis of experimental studies of diversion programs for juvenile offenders. *Clinical Psychology Review*, 32, 26-33.

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22. Schwalbe, C. S. (2012). Toward an integrated theory of probation. *Criminal Justice and Behavior, 39*, 185-201.
23. Maschi, T., & Schwalbe, C. S. (2012). Unraveling Probation Officers' Practices with Youth with Histories of Trauma and Stressful Life Events. *Social Work Research, 36*, 21-30.
24. Schwalbe, C. S., & Maschi, T. M. (2012). Probation perspectives on inter-agency collaboration for juvenile offenders with mental health problems. *Psychiatric Services, 63*, 830-833.
25. MacKenzie, M. J., Brewer, K. B., Schwalbe, C. S., Gearing, R. E., Ibrahim, R. W., Batayneh, J., Darwish, D. M., Al-Kharabsheh, J., & Al-Zu'bi, M. H. (2012). Foster care as a viable alternative to institutional care in the Middle East: Community acceptance and stigma across type of placement in Jordan. *Journal of Developmental and Behavioral Pediatrics, 33*, 517-521.
26. Gearing, R. E., Schwalbe, C. S. (2012). Adolescent adherence to psychosocial treatment: Mental health clinicians' perspectives on barrier and promoters. *Psychotherapy Research, 22*, 317-326.
27. Gearing, R. E., MacKenzie, M. J., Schwalbe, C. S., Brewer, K. B., & Ibrahim, R. W. (2013). Prevalence of mental health and behavioral problems in adolescents in institutional care in Jordan. *Psychiatric Services, 64*, 196-200.
28. Schwalbe, C. S., Gearing, R. E., MacKenzie, M. E., Brewer, K. B., & Ibrahim, R. W. (2013). The impact of length of placement on self-reported mental health problems in detained Jordanian youth. *International Journal of Law and Psychiatry, 36*, 107-112.
29. Maschi, T. M., & Schwalbe, C. S., & Ristow, J. (2013). In Pursuit of the Ideal Parent in Juvenile Justice: A Qualitative Investigation of Probation Officers' Experiences with Parents of Juvenile Offenders. *Journal of Offender Rehabilitation, 52*, 470-492.
30. Gearing, R. E., Schwalbe, C. S., Lee, R., & Hoagwood, K. E. (2013). The Effectiveness of Booster Sessions in CBT Treatment for Child and Adolescent Mood and Anxiety Disorders. *Depression and Anxiety, 30*, 800-808.
31. Gearing, R. E., Brewer, K. B., Schwalbe, C. S., MacKenzie, M. J., & Ibrahim, R. W. (2013). Stigma and adolescents with psychosis in the Middle East: Implications for engaging in mental health treatment. *Journal of Nervous and Mental Disease, 201(1)*, 68-71.
32. Gearing, R. E., Schwalbe, C. S., MacKenzie, M. E. et al. (2013). Adaptation and Translation of Mental Health Interventions in Middle Eastern Arab Countries: A Systematic Review of Barriers to and Strategies for Effective Treatment Implementation. *International Journal of Social Psychiatry, 59*, 671-681.
33. Schwalbe, C. S., Ibrahim, R. W., Brewer, K. B., MacKenzie, M. E., & Gearing, R. E. (2013). Is program structure related to stigma and community acceptance of justice-involved adolescents? *Children and Youth Services Review, 35*, 871-876.
34. Schwalbe, C. S., Oh, H. Y., & Zweben, A. (2013). Sustaining motivational interviewing: A meta-analysis of training studies. *Addiction, 109*, 1287-1294.

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35. MacKenzie, M. J., Gearing, R. E., Schwalbe, C. S., Ibrahim, R. W., Brewer, K. B., & Al-Sharaihah, R. (2014). Child mental health in Jordanian orphanages: Effect of placement change on behavior and caregiving. *BMC Pediatrics*, *14*, 316.
36. Gearing, R. E., Brewer, K. B., Elkins, J. Ibrahim, R. W, MacKenzie, M. J., & Schwalbe, C. S. (2015). Prevalence and correlates of depression, posttraumatic stress disorder, and suicidality in Jordanian youth in institutional care. *Journal of Nervous and Mental Disease*, *203*, 175-181.
37. Gearing, R. E., Schwalbe, C. S., MacKenzie, M. J., Brewer, K. B., & Ibrahim, R. W. (2015). Assessment of adolescent mental health and behavioral problems in institutional care: Discrepancies between staff-reported CBCL scores and adolescent-reported YSR scores. *Administration and Policy in Mental Health and Mental Health Services Research*, *42*, 279-287.
38. Gearing, R. E., MacKenzie, M. J., Ibrahim, R. W., Schwalbe, C. S., & Brewer, K. B. (2015). Stigma and mental health treatment of adolescents with depression in Jordan. *Community Mental Health Journal*, *51*, 111. doi:10.1007/s10597-014-9756-1
39. Brewer, K. B., MacKenzie, M. J., Ibrahim, R. W., Schwalbe, C. S. J., Batayneh, J. Gearing, R. E. (2017). Public perceptions of adolescent mothers in need of care and protection in Jordan: Could community-based alternatives to institutional placement reduce stigma? *International Social Work*, *60*, 861-868.
40. Gearing, R. E., Schwalbe, C. S., MacKenzie, M. J., Ibrahim, R. W., Bushnaq, S. & Brewer, K. B. (2017). C-FIT adolescent diversion program: A behavioral intervention pilot test for delinquent offenders. *International Social Work*, *60*, 1111-1125.
41. MacKenzie, M. J., Schwalbe, C., Gearing, R. E., Ibrahim, R. W., Conway, A., Brewer, K. B., Shaker, Z. B. (2017). Dysregulated infant temperament and caregiver warmth in Jordanian orphanages: The importance of considering goodness-of-fit. *Children and Youth Services Review*, *82*, 400-406.
42. Schwalbe, C.S. (2019). Impact of probation interventions on drug use outcomes for youths under probation supervision. *Children and Youth Services Review*, *98*, 58-64.
43. Silva, J. R., Fera, B., Sudula, S., Koetzle, D., & Schwalbe, C. (2019). Cognitive interviewing to improve questionnaires for justice-involved youth. *International Journal of Offender Therapy and Comparative Criminology*, *63*, 1931-1951. <https://doi.org/10.1177/0306624X19839597>
44. Schwalbe, C. S. J., & Koetzle, D. (2020). Condition comprehension predicts compliance for adolescents under probation supervision. *Psychology, Public Policy, and Law*, *26*, 286-296. <https://doi.org/10.1037/law0000235>.
45. Schwalbe, C. S. J., & Koetzle, D. (2021). What the COVID-19 pandemic teaches about the essential practices of community corrections and supervision. *Criminal Justice and Behavior*, *48*(9), 1300-1316. <https://doi.org/10.1177/00938548211019073>
46. Galleguillos, S., Sánchez Cea, M., Koetzle, D., Mellow, J., Piñol, D., & Schwalbe, C. (2022). The COVID-19 pandemic and probation in Chile: Remote supervision and regional

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- differences. *International Criminology*, 2, 70-83. <https://doi.org/10.1007/s43576-022-00044-3>
47. Nunphong, T., Mellow, J., Koetzle, D., Schwalbe, C. (in-press). Exploring Thailand's probationary practices since COVID-19: Changes in strategies with regards to probation supervision. *Victims & Offenders*. <https://doi.org/10.1080/15564886.2022.2131667>
48. Galleguillos, S., Schwalbe, C. S., & Koetzle, D. (in-press). Building accountability and client-officer relationships through videoconferencing: Exploring best practices for community corrections. *European Journal of Probation*. <https://doi.org/10.1177/20662203231165372>

Books and Book Chapters

- Hepworth, D. H., Vang, P., Blakey, J., Schwalbe, C. S., Evans, C. B. R., Rooney, R. H. Rooney, G. D., & Strom, K. (2022). *Direct social work practice*, (11th ed.). Cengage/Brooks Cole.
- Hepworth, D. H., Rooney, R.H., Rooney, G., & Strom-Gottfried, K.J. (2017). *Direct social work practice*, (10th ed.) Cengage/Brooks Cole. *Contributing author to Chapters 10 and 15.*
- Schwalbe, C. S. & Vincent, G. (2016). Putting risk in its place. In C. Trotter, G. McIvor, & F. McNeill (Ed.). *Beyond the risk paradigm in criminal justice* (pp. 181-199). New York: Palgrave.
- Schwalbe, C. S. (2009). Reducing risk for violence and aggression in youth. In J. T. Andrade (Ed.) *Handbook of violence risk assessment and treatment* (pp. 425-448). New York: Springer Publishing Company.

Book reviews

- Epperson, M. W., and Schwalbe, C. S. (2006). Review of *Mental Health Screening and Assessment in Juvenile Justice*, edited by Thomas Grisso, Gina Vincent, and Daniel Seagrave. *Social Service Review* 80 (4): 754-56.

Presentations at Professional Conferences

- Fraser, M. W., Day, S.H., Arnold, E. M., & Schwalbe, C. S. (2002, January). Risk assessment for re-offending in juvenile justice: A validation study. Paper presented at the Sixth Annual Conference of the Society for Social Work and Research, San Diego, Ca.
- Fraser, M. W., Day, S. H., Schwalbe, C. S., Pena, M., Simmons, T., Goldstone, D. (2002, October). Making Choices: A prevention program aimed at childhood aggression and violence. Paper presented at The North Carolina School Social Workers Association Fall Conference, Greensboro, North Carolina.
- Fraser, M. W., Day, S. H., Schwalbe, C. S., & Macy, R. J. (2003, January). Risk assessment for juvenile offending: A predictive validity study. Paper presented at the Seventh Annual Conference of the Society for Social Work and Research, Washington, D.C.

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- Schwalbe, C. S., Terzian, M., & Galinsky, M. J. (2003, October). Preventing aggressive behavior in children: The Making Choices and Strong Families programs. Workshop presented at the 25th Annual International Symposium on Social Work with Groups, Boston, Ma.
- Fraser, M. W., Day, S. H., Schwalbe, C. S., Cooley, V. A. (2004, January). Risk assessment in juvenile justice: Challenges in reducing race, ethnicity, and gender biases. Paper presented at the Eighth Annual Conference of the Society for Social Work and Research, New Orleans, La.
- Fraser, M. W., Galinsky, M. J., Smokowski, P. R., Day, S. H., Rose, R. A., Terzian, M., Schwalbe, C. S. (2004, January). School-based intervention to reduce aggressive behavior in childhood. Paper presented at the Eighth Annual Conference of the Society for Social Work and Research, New Orleans, La.
- Schwalbe, C.S., Fraser, M.W., & Day, S.H. (2006, January). Predictive validity of the Joint Risk Matrix with Juvenile Offenders: A focus on gender and race/ethnicity. Paper presented at the Tenth Annual Conference of the Society for Social Work and Research, San Antonio, Tx.
- Schwalbe, C. S. (2007, March). Positive youth development with delinquent adolescents: Policy and practice. Paper presented at the Columbia University School of Social Work Community Day, New York, NY.
- Schwalbe, C. S. (2008, November). Confrontation and coercion by juvenile probation officers. Paper presented at the American Society of Criminology Annual Conference, St. Louis, MO.
- Schwalbe, C. S. & Gearing, R. E. (2010, January). The Moderating Effect of Adherence Promoting Interventions on Evidence-Based Practices for Children and Adolescents with Mental Health Problems. Paper presented at the Annual Conference of the Society for Social Work and Research, San Francisco, Ca.
- Gearing, R. E., & Schwalbe, C. (July, 2010). Improving Adolescent Adherence to Evidence-Based Mental Health Interventions: Investigating and Mapping Adherence Promoters. Presented paper at the 6th International Conference on Social Work in Health and Mental Health: Changing Health, Dublin, Ireland
- Gearing, R. E., & Schwalbe, C. (July, 2010). Interactions of Gender and Diagnosis on Adherence Promoting Interventions with Evidence-Based Practices (EBP) for Youth with Mental Health Problems. Presented paper at the 6th International Conference on Social Work in Health and Mental Health: Changing Health, Dublin, Ireland
- Schwalbe, C. S. (June, 2011). When is probation effective? Juvenile probation officers speak about their theories of probation. Poster presented at the Second North American Correctional and Criminal Justice Psychology Conference: Toronto, Ontario.
- Schwalbe, C. S., Gearing, R. E., MacKenzie, M. J., Brewer, K. B., Khasawneh, M. Krabisheh, M. Talloul, M., (January, 2012). Diversion from juvenile justice processing: A 30-year meta-analysis of intervention effects. In C. S. Schwalbe (Chair), *The development of community alternatives to institutional care for children in Jordan: The Community-Family Integration Team Project*. Symposium conducted at the annual conference of the Society of Social Work and Research: Washington, DC.

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Schwalbe, C. S. (May, 2012). Risk assessment in the American juvenile justice system. In C. Trotter (Chair), *Beyond the risk paradigm: Restoring the client's place in human service intervention*: Prato, Italy.

Schwalbe, C. S. (July, 2012). The use of risk assessment toward risk-reduction and asset promotion in the juvenile justice system. Paper presented to the second Decisions, Assessment, Risk and Evidence in Social Work symposium: Belfast, Ireland.

Schwalbe, C. S., & Koetzle, D. (January, 2020). Case plan comprehension predicts compliance for youth under probation supervision. Paper presented to the Society for Social Work in Research annual conference. Washington, D. C.

Schwalbe, C. S. (January, 2021). Probation strategies associated with reduced arrest for adolescents on probation. Paper presented to the Society for Social Work in Research annual conference. Online.

Koetzle, D., & Schwalbe, C. S. (May, 2021). Successful JJ compliance and prevention: Increasing case plan comprehension and adolescent adherence. Invited paper at the Title I, Part D Grantee Conference: Online.

Social Work Practice Experience

Cedar House, Inc. Cedar House, Inc. is a private mental health agency serving mentally ill adults, children, and their families in four counties located in southern Minnesota.

1999 – 2001. Clinical director. Was responsible for the clinical supervision and training of mental health staff providing services for programs in adult day treatment, adolescent day treatment, and in-home family therapy. Participated in senior leadership teams responsible for the development of contract services to social service agencies and school districts. Provided direct social work services and diagnostic assessment to clients in adult and adolescent day treatment, in in-home family therapy, and outpatient clinic.

1998 – 1999 Program director. Was responsible for designing and implementing a new day treatment and community support program for mentally ill adults. Supervised staff, budgets, community relations, and overall operation of a center providing 350 hours of service to 60 clients per week.

1995 – 1997 Therapist. Provided direct social work services to severely mentally ill clients in adult day treatment and children's in-home family therapy programs. Delivered services in group, family, and individual therapy modalities. Directed treatment planning for adult day treatment program.

Rice County Social Services. A multi-service government social service agency located in southern Minnesota.

1993 – 1995 Children's mental health case manager. Provided case management and advocacy to families of children who were seriously emotionally disturbed. Implemented

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an interagency, multifamily group program for families of emotionally disturbed children.

Sibley County Human Services. A multi-service government social service agency located in southwestern Minnesota.

1991 – 1993 Child welfare case manager. Was responsible for child protection intake, assessment, and case management. Also provided general child welfare and children's mental health case management to voluntary clients.

Editorial Review Board

2012 – current Youth Violence and Juvenile Justice

2012 – current Journal of the Society for Social Work and Research

Professional Affiliations/Licensure

Society for Social Work in Research

American Society for Criminology

American Probation and Parole Association

Licensed Clinical Social Worker - State of North Carolina (2001)

Licensed Independent Clinical Social Worker – State of Minnesota (1997; transferred to North Carolina in 2001)