

Laura C. Gale, EdD, MSW, LCSW
562-760-4253

EDUCATION AND LICENSURE

December 2019	EdD in Organizational Change and Leadership Rossier School of Education University of Southern California Dissertation: Equity and Inclusion of Student Veterans with Traumatic Brain Injury in Higher Education: A Gap Analysis
December 2000	Licensed Clinical Social Worker California Board of Behavioral Sciences
May 1997	Master of Social Work University of Illinois at Chicago Concentration: Children Youth and Families
June 1994	Bachelor of Social Work San Diego State University

RESEARCH AND TEACHING INTERESTS

- Pedagogy and professional development of faculty
- Diversity equity and inclusion in higher education
- Universal Design for Learning

ACADEMIC EMPLOYMENT

July 2022-Present	Assistant Professor of Teaching University of Southern California Suzanne Dworak-Peck School of Social Work
July 2016-June 2022	Senior Lecturer University of Southern California Suzanne Dworak-Peck School of Social Work
May 2015-June 2016	Adjunct Assistant Professor University of Southern California Suzanne Dworak-Peck School of Social Work
February 2011-May 2015	Adjunct Lecturer University of Southern California Suzanne Dworak-Peck School of Social Work

TEACHING EXPERIENCE

Clinical Courses:

Social Work Practice with Children and Families in Early and Middle Childhood

Provides understanding of the development of problems in early childhood, and skills for engagement, assessment, evidenced-based practice, and treatment evaluation

Social Work Practice with Families, Groups and Complex Cases

Theories and principals of social work practice with primary emphasis on families and groups with application to problems requiring multi-level interventions

Clinical Interventions: Evidenced–Based Practice in Health and Mental Health Settings

Social work processes from intake to termination with an emphasis on clinical skills required for social work practice in a broad spectrum of health and mental health settings

Social Work Practice in School Settings

Based on ecosystems perspectives, this course examines policies, theories and principles of social work practice in school settings

Policy and Management Courses:

Policy and Macro Practice in Child, Youth and Family Services

Prepares advanced social work practitioners for innovative policy, macro practice and leadership roles in community and organizational settings serving children, youth and families.

Grant Writing and Program Development for Social Workers

Grant writing and program development skills relevant to both direct practice and macro practice settings

Policy and Advocacy in Professional Social Work

Study and assessment of social programs and public policies and their impact on clients, and the social workers' role in policy development at the programmatic, community and state-wide level

Social Policy

The study of the American welfare system, how it is developed and implemented, and the professional social

workers' role in promoting social justice and advocating for social change

Community Immersion

Two-day interactive workshop for social work graduate students designed to give students an in-depth understanding of how communities function and provide or inhibit access to resources

Policy and Practice in Social Welfare Organizations

The study of social work organizations with emphasis on their policy contexts, organizational theory, and the development of delivery systems

Social Change and Innovation

Prepares students to work effectively within marginalized, underserved populations, and diverse community settings on their wicked, consistent, and complex issues by providing innovative and sustainable solutions.

CURRICULUM DEVELOPMENT

January 2017- Present

Policy and Macro Practice in Child, Youth and Family Services

Grant Writing and Program Development

- Lead instructor for both campus-based and virtual programs for SOWK 665: Grant Writing and Program Development, and SOWK 627: Policy and Macro Practice in Children Youth and Family Services.
- Develop curriculum using principles of Universal Design for Learning (UDL) with the goal of creating inclusive learning environments that support diverse learners
- Ensure alignment of content between campus and virtual courses
- Use backward design to align course content with Council on Social Work Education (CSWE) core competencies
- Transpose curriculum into the 2U and Blackboard learning management systems
- Provide leadership to course instructors through training, leading faculty meetings, and problem solving or mediating student student/faculty disputes

DEPARTMENTAL AND COMMUNITY SERVICE

AY 2022-2023	Trainer: THRIVE Program: Grant-funded project providing training in motivational interviewing to staff at the Veterans Administration Greater Los Angeles Healthcare System
AY 2021-22	Voting Senator: Academic Senate Elected Member: Academic Senate/Provost Joint Task on Annual/Merit Review Faculty Council Vice Chair/At-Large Representative Subcommittee Chair: Faculty Guidebook Subcommittee member: Merit Review Curriculum Committee: Children Youth and Families Curriculum Committee Social Change and Innovation
AY 2020-21	Faculty Council Representative- At Large Subcommittee Chair: Strategic Visioning Committee Subcommittee Member: Retention Committee Subcommittee Member: Faculty Guidebook Review Committee Faculty Mentor for third year PhD student/T.A. Course: Policy and Macro Practice in Children Youth and Family Services Curriculum Committee: Children Youth and Families Curriculum Committee Policy and Macro Social Work Pre-publication Content Editor: Supranovich, R. & Newmeyer, R. <i>Bringing Micro to the Macro: Adapting Clinical Interventions for Supervision and Management</i> . Routledge, 2020.
AY 2019-20	APR Review Committee Member APR Development Committee Member Curriculum Committee: Children Youth and Families Curriculum Committee Social Change and Innovation
Ongoing:	Scoring Committee Member: Scholarship and Loan Repayment Program: California Office of Statewide Health Planning and Development (OSHPD), Licensed Mental Health Services Provider Education Program

CLINICAL AND PRACTICE EXPERIENCE

January 2018- December 2018	Clinical Social Worker: Telehealth Lotus Educational Services
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- Provided individual and family mental health telehealth services to students attending a charter school and receiving special education services
- Completed progress reports, wrote IEP goals
- Participated in IEP team meetings

January 2013-
December 2018

Clinical Consultant/Independent Contractor

CINAHL Information Systems, Social Work Reference Center

- Provided clinical expertise and guidance to Association of Social Work Boards (ASWB) approved provider of continuing education courses
- Conducted ongoing assessment of professional learning needs and board licensing requirements, planned new course content accordingly
- Monitored course content for adherence to professional legal and ethical standards
- Developed over 25 clinical continuing education modules, reports, and briefing papers utilizing current research and evidenced based practices

September 2012-
September 2014

LCSW Exam Tutor/Coach

Self Employed

- Provided individual and group coaching sessions on ASWB clinical exam for MSWs seeking licensure through the California Board of Behavioral Sciences (BBS), or other state licensing boards.
- Assisted students with the development of study skills, test taking skills, and clinical knowledge
- Developed curriculum including sample tests, and overview of theories, skills, and professional ethics

March 2006-
December 2011

Director of Program Administration

Community Family Guidance Center

- Implemented Mental Health Services Act (MHSA) agency wide including selection of evidenced based practices, reorganization of work teams, assessment and coordination of staff training needs, and assessment and management of agency culture during the change process
- Oversaw all daily operations of agency programs including child abuse prevention and intervention

programs, Medi-Cal, evidenced based practices, child welfare, and school-based services

- Manage \$4.5M budget
- Developed and implemented program evaluation processes and monitored quality assurance for all agency programs
- Trained in evidenced based practices including Functional Family Therapy (FFT), Strengthening Families, Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), and Managing and Adapting Practice (MAP). Implemented EBPs agency wide with fidelity to the models
- Hired, trained, and supervised over 30 clinical and management staff, addressed performance issues as needed including corrective action plans and termination if indicated
- Assured compliance with federal, state, county and local regulations pertaining to the operation of all agency programs
- Participated in contract negotiations, fundraising, audits, and grant writing
- Developed collaborative relationships with agency board members, and federal, state, and county agency representatives
- Served as liaison to community and government stakeholders
- Participated in the development of agency strategic plan
- Represented the organizations mission and values to community stakeholders through public speaking engagements
- Acted as agency HIPAA Privacy Officer and Quality Assurance Manager
- Oversaw implementation of agency electronic medical records system ensuring compliance with federal and state privacy laws

January 2005-
March 2006

Clinical Supervisor
Starview Community Services

- Provided clinical supervision to social workers and marriage and family therapist interns in a children's outpatient mental health program
- Implemented new mental health assessment program (MAT) for foster youth to ensure contract compliance
- Populations served were primarily Latinx and African-American living within the City of Compton

November 2001-
December 2004

Clinical Supervisor and Program Coordinator
Community Family Guidance Center, System of Care

- Provided clinical supervision to 12 case managers, social workers, and marriage and family therapist interns who were providing intensive in-home and crisis intervention services to families involved in multiple social service systems
- Established collaborative working relationships with representatives of the Department of Mental Health, Department of Children and Family Services, and Probation Department to ensure appropriate referral and service delivery to clients
- Populations served were primarily Latinx and African American

June 1999-
November 2001

Clinical Social Worker
Community Family Guidance Center, Outpatient, and Intensive Outpatient Programs

- Provided crisis intervention and individual and family therapy for clients ages three to adult at risk of, or with a history of suicidal ideation, homicidal ideation, or aggressive behavior
- Conducted biopsychosocial assessments, determined DSM-IV diagnosis, developed treatment plans, and evaluated client progress
- Provided services in clinic, home, and school-based settings
- Engaged in a multi-disciplinary approach to client care
- Conducted risk assessments and facilitated psychiatric hospitalization as needed
- Populations served were primarily Latinx and African American

February 1998-
June 1999

Residential Social Worker
McKinley Children's Center

- Provided therapy and crisis intervention to children ages four to 12 in residential placement
- Provided clinical leadership and training to treatment team members

July 1997-

Foster Care Social Worker

February 1998

Hannah's Children's Homes

- Provided crisis intervention and brief therapy to children in foster care
- Monitored foster home placements and provided support to foster families

PRESENTATIONS AND PUBLICATIONS

Cardinal, L. & **Gale, L.** (2020). *Licensure 2.0. Student Experiential Learning Lab*. USC Suzanne Dworak-Peck School of Social Work, Online.

Gale, L. (2020). *Teaching across screens: Creating a culture of inclusion in remote classrooms*. Interactive Workshop. U.C. Berkeley, Online.

Gale, L. (2019). *Equity and inclusion of student veterans with traumatic brain injury in higher education classrooms: a gap analysis*. [Doctoral dissertation, University of Southern California]. ProQuest Dissertations and Theses Global.

Gale, L. (2019). *Equity and Inclusion of Student Veterans with Traumatic Brain Injury*. [Conference featured presentation]. Council on Social Work Education, Annual Program Meeting, Denver, CO. United States.

Gale, L. (2019). *Classroom inclusion of student veterans with traumatic brain injury*. [Conference presentation]. Council on Social Work Education, Annual Program Meeting, Denver, CO.

Gale, L. (2017). *Policy advocacy for the clinical social worker*. Guest Lecture. National Association of Social Workers Sacramento Unit, Sacramento CA.

Singh, M. & **Gale, L.** (2016). *Post-Election Reflection: Taking Care, Taking Action*. USC Suzanne Dworak-Peck School of Social Work, Online.

Gale, L. (2015). Lessons from Hull House. In Van Wormer, K. S., Link, J. R. *Social Welfare Policy for a Sustainable Future*. (p. 46). Thousand Oaks, CA: Sage.

Gale, L. (2015). *Evidenced-based practice: Linking research, policy, and practice*. Guest Lecture. USC Suzanne Dworak-Peck School of Social Work, University Park Campus

Gale, L. (2013). *Mindfulness based stress reduction for social workers*. Guest Lecture. USC Suzanne Dworak-Peck School of Social Work, Orange County Academic Center.

Gale, L. (2013). [Review of the book *Social Work Matters: The Power of Linking Policy and Practice*, by E. F. Hoffler, & E.J. Clark, Eds.]. *The New Social Worker* 20(1), 25.

Gale, L. (2012). [Review of the book *Social Work and the Law*, by L. K. Slater & K. R. Finck]. *The New Social Worker* 19(3), 26.

Gale, L. (2010). *Self-care for social workers: Preventing burnout and addressing secondary trauma*. Workshop. Community Family Guidance Center, Cerritos, CA.

Gale, L. (2009). *Dependency court: Navigating the system*. Workshop. Community Family Guidance Center, Cerritos, CA.

Gale, L. (2006). *HIPAA: Your legal and ethical responsibilities*. Lecture. Community Family Guidance Center, Cerritos, CA.

PROFESSIONAL MEMBERSHIPS

Network for Social Work Management
Council on Social Work Education
CSWE APM Military Personnel and Veterans Track