

Laura C. Gale, EdD, MSW, LCSW
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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

University of Southern California
Suzanne Dvorak-Peck School of Social Work

- 2023- **Director, Bachelor of Social Work Program**
2022- **Assistant Professor of Teaching**
2016-2022 **Senior Lecturer**
2015-2016 **Adjunct Assistant Professor**
2011-2015 **Adjunct Lecturer**

TEACHING EXPERIENCE

- Clinical:** **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/
Macro**

Policy and Macro Practice in Child, Youth and Family Courses

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

- 2017- **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

AWARDED GRANTS

- AY 2022-23 **Co-Principle Investigator:** Department of Healthcare Access and Information (HCAi) Social Worker Education Capacity Expansion (SWECE).
Purpose: Establish a new Bachelor of Arts in Social Work program
Award: \$1.5 million
- Principal Investigator:** Veterans Administration of Greater Los Angeles, VA THRIVE.
Purpose: Grant-funded project providing training in motivational interviewing to staff at the Veterans Administration Greater Los Angeles Healthcare System
Award: \$33,000

DEPARTMENTAL AND COMMUNITY SERVICE

- AY 2023-2024 **Member:** Diversity Equity and Inclusion Advisory Board
- AY 2022-2023 **Elected Member:** Academic Senate/Provost Joint Task on Annual/Merit Review
- 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. *Bringing Micro to the Macro: Adapting Clinical Interventions for Supervision and Management*. 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

- 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 Motivational Interviewing (MI), 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-
February 1998

Foster Care Social Worker

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

Gale, L. (2023). *Moving from accessibility to inclusion through universal design for learning*. [Conference presentation]. Council on Social Work Education, Annual Program Meeting, Atlanta, GA. United States.

- 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