

Paul Force-Emery Mackie, PhD, LISW
Chair, School of Social Work
University of St. Thomas
St. Paul, Minnesota

PROFESSIONAL BACKGROUND

Education

- 2005. Ph.D., University of Denver Graduate School of Social Work. Specialization: Macro social work practice with emphasis on rural social work theory, policy, research methods, and practice. (*Burnout and job satisfaction among rural and urban Social Workers. Jeffery Jenson, Chair*).
- 1999-2000. St. Louis University. One-year post-MSW education in Catholic health care ethics.
- 1999. MSW., George Warren Brown School of Social Work, Washington University in St. Louis. Specialization: Social and Economic Development with emphasis on rural environments.
- 1997. B.S., Northern Michigan University. Major/Minor: Psychology/Economics.

Practice License

- Licensed Independent Social Worker (LISW), Minnesota #22445.

Academic Achievements

- 2026: Foundations & Forward Award (FFA). Center for Rural Behavioral Health.
- 2026: Presidential Mav Coin Challenge Award. Minnesota State Mankato.
- 2025: Victor I. Howery Award. National Association for Rural Mental Health.
- 2012: Advisor of the Year Award. College of Social and Behavioral Sciences.
- 2008 & 2016: Minnesota State University Author Award.
- 2006 – Present: Designated Minnesota State Research Graduate Faculty.
- 2016: Minnesota State Distinguished Faculty Scholar Award (lifetime designation).

ACADEMIC AND PROFESSIONAL APPOINTMENTS

6/2026 – present: Chair, School of Social Work, University of St. Thomas.
7/2013 – 6/2026: Professor of Social Work, Minnesota State University.
7/2019 – 1/2023: BSSW Program Director, Minnesota State University.
1/2013 – 5/2019: University Assessment Coordinator, Minnesota State University.
5/2010 – 1/2013: BSSW Program Director, Minnesota State University.
9/2008 – 1/2013: BSSW Program Accreditation & Assessment Coordinator.
7/2008 – 7/2013: Associate Professor, Minnesota State University.
7/2004 – 7/2008: Assistant Professor, Minnesota State University.
8/2003 – 6/2004: Adjunct Professor, University of Denver.

COURSES TAUGHT

Minnesota State University

FYEX 100: First Year Experience
SOWK 190/215: Introduction to Social Welfare
SOWK 210: Introduction to Social Work
SOWK 305: Human Behavior in the Social Environment
SOWK 410: Social Welfare Policy
SOWK 412: Social Welfare Issues and Policies

SOWK 422:	Social Work and Chemical Dependency
SOWK 435:	Applied Social Work Research Methods
SOWK 437:	Rural Helping Professions
SOWK 445:	Communities Macro Practice
SOWK 446:	Communities & Organizations Macro Practice
SOWK 447:	Organizations Macro Practice
SOWK 492:	Honors Reading: The Indian Child Welfare Act
SOWK 499:	Special Topics: Indigenous Peoples and Social Work
SOWK 522:	Social Work and Chemical Dependency
SOWK 611:	Foundations of Social Work Practice II
SOWK 629:	Applied Social Work Research

University of Denver

SOWK 4201:	Social Work Research Methods
SOWK 4900:	Methods for Evaluating Practices and Programs
SOWK 4901:	Applied Practice Evaluation Research

SCHOLARSHIP

Journal Articles & Book Chapters

1. Rutherford-Self, T., Davis-Gage, D., & Mackie, P.F.E. (*in preparation*). Beyond Recruitment: Addressing Pay Parity to Sustain the Rural Behavioral Health Workforce.
2. Benz, A.A., Panahon, C.J., Houlihan, D., Petersen-Brown, S., and Mackie, P.F.E. (*in review*). Examining Rural, Micropolitan, and Metropolitan School Psychologists' Roles and Delivery of Mental Health Services: Implications for Trainers. *Journal of School Psychology Training and Pedagogy*.
3. Mackie, P.F.E. (2026). Foundations of Rural Mental Health: A Primer for Behavioral Health Professionals. (Online rural behavioral health interactive CE training). University of Colorado, Anschutz Medical Campus. Denver, CO.
<https://360.articulate.com/review/content/21911464-5e35-4b55-af34-0fc679b67db9/review>
4. Drake, E., Selland, C., McAlamen, M., & Mackie, P.F.E. (2025). Effectiveness of embedded Behavioral Health Provider for DII NCAA athletes. Report submitted to Mayo Health Care Systems (funder), Rochester, MN. Presentation to Minnesota State University, Mankato Athletic Director and coaching staff.
5. DeJager, B., Houlihan, D., Filter, K.J., Mackie, P. F.E., Klein, L. (2019). Comparing the effectiveness and ease of implementation of token economy, response cost, and a combination condition in rural elementary school classrooms. *Journal of Rural Mental Health*. 44(1): 39–50. doi: 10.1037/rmh0000123.
6. Keeler, H.J., Sjuts, T., Kosuke, K., Watanabe-Galloway, S., Mackie, P.F.E., Liu, H. (2018). Virtual Mentorship Network to Address the Rural Shortage of Mental Health Providers. *American Journal of Preventative Medicine*, 54(6), S290-S295.
7. Mackie, P.F.E. (2015). Technology in rural behavioral health care practice: Policy concerns and solution suggestions. *Journal of Rural Mental Health* (39), 5-12. doi:10.1037/rmh0000027
8. Ryan, S., Leibowitz, G.S., Nauheimer, J.M., & Mackie, P.F.E. (2014). Differences between children with Fetal Alcohol Spectrum Disorders and Attention Deficit Hyperactivity disorders: Rural social work implications for prevention, assessment, and treatment. *Journal of Contemporary Rural Social Work* (6), 40-57.

9. Mackie, P.F.E. & Leibowitz, G. (2013). Teaching community organizing? A postmodernist comparison between Alinsky's conflict and Eichler's consensus models. *Journal of Baccalaureate Social Work* (18), 73-88.
10. Beimers, D., †Warner, B., & Mackie, P.F.E. (2013). Racial and ethnic diversity in undergraduate social work programs: How are programs in rural areas faring? *Journal of Rural Contemporary Social Work* (4), 1-16. Online <http://journal.und.edu/crsf/article/view/471>
11. Mackie, P.F.E. (2013). Hiring social work faculty: An analysis of employment announcements with special focus on rural and urban differences and 2008 EPAS implications. *Journal of Social Work Education*, 49 (4), 733-747. doi: 10.1080/10437797
12. Mackie, P.F.E. (2012). Social work in a very rural place: A study of practitioners in the Upper Peninsula of Michigan. *Journal of Contemporary Rural Social Work*, 4, 63-90. Online <http://journal.und.edu/crsf/issue/view/28>
13. Mackie, P.F.E. (2011). Rural social work recruitment and retention challenges: Why is it so difficult to fill rural social work positions? In L. Ginsberg (Ed.), *Social work in rural communities*, (5th ed). Alexandria, VA: CSWE Press. ISBN: 978-0-87293-146-6
14. Mackie, P.F.E. & Anderson, W.A. (2011). Reinventing BSSW program assessment and curricula mapping under the 2008 EPAS: A conceptual and quantitative model. *The Journal of Baccalaureate Social Work*, 16(1), 1-16.
15. Mackie, P.F.E. & †Lips, R.A. (2010). Is there really a problem with hiring rural social service staff? An exploratory study among social service supervisors in rural Minnesota *Families in Society*, 91(4), 433-439. doi: 10.1606/1044-3894.4035
16. Mackie, P.F.E. (2009). Grassroots Community Practice: Applying Alinsky's Rules in the 21st Century. *Reflections: Narratives of Professional Helping*, 15(3), 47-59.
17. Mackie, P.F.E. (2008). Are social workers really burned out? An analysis between rural and urban social workers. *Journal of Rural Mental Health*, 32(2), 3-18.
18. Mackie, P.F.E., & Simpson, C.L. (2007). Factors influencing undergraduate social work students' perceptions about rural-based practice: A pilot study. *Journal of Rural Mental Health*, 31(2), 5 – 21.
19. Hagemester, A.K., & Mackie, P.F.E. (2007). Poverty in the United States: History, explanations, and opportunities for social work. In D. DiNitto & C. A. McNeese (Eds.), *Social Work: Issues and opportunities in a challenging profession* (3rd ed) (pp. 285 – 309), Chicago: Lyceum Books. ISBN: 978-0-925065-86-5
20. Mackie, P.F.E. (2007). Your philosophy of social work: Developing a personal and professional definition to guide thought and practice. *The Journal of Social Work Values and Ethics*, 4(1), 1-12. <http://socialworker.com/jswe/content/view/48/50/>.
21. Mackie, P.F.E. (2007). Understanding educational and demographic differences between rural and urban social workers. *Journal of Baccalaureate Social Work*, 12(3), 114-128.
22. Mackie, P.F.E., & †Berg, T. (2005). Burnout and job satisfaction among rural and urban social workers: A qualitative analysis. *Journal of Rural Mental Health*, 30(3), 9-14.
23. Mackie, P.F.E. (1995). The problem with racism: A public speech. In R. G. Albritten (Ed), Public address: A progressive plan, (pp. 146-147), Dubuque, IA: Brown and Benchmark.

†Denotes publication with student.

Books & Monographs

- Mackie, P.F.E., Zammitt, K., & Alvarez, M. (2016). *Practicing Rural Social Work*. Chicago, IL: Lyceum Books. ISBN: 978-1-933478-71-5
- Mackie, P.F.E. (2008). *Burnout and job satisfaction among rural and urban social workers: An investigation of differences between groups*. Saarbrücken, Germany: VDM Verlag Aktiengesellschaft & Co. ISBN: 978-3-639-08173-2

Non-Peer Reviewed Publications & Citations

1. Mackie, P.F.E. discusses potential farm crisis and impact on rural mental health in "Iowa farmers face mental health challenges as soybean markets remain uncertain" by Lauren Avenatti, Tuesday, September 30th 2025. <https://cbs2iowa.com/news/local/iowa-farmers-face-mental-health-challenges-as-soybean-markets-remain-uncertain>.
2. Drake, E., Selland, C., McAlamen, M., & Mackie, P. (February 3, 2025). Embedded Provider Research Report to Mayo Health Care Systems. Report on research regarding effectiveness of embedded behavioral health provider among DII NCAA athletes.
3. Mackie, P.F.E. (2017, September). *Over the fence: NARMH President Testifies before House Veteran's Affairs Committee*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, p. 9-11.
4. Mackie, P.F.E. (2017, April). *Over the fence: NARMH and Policy Briefs: Advocacy Starts at Home*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, p. 5.
5. Mackie, P.F.E. (2015, November). *Over the fence: NARMH President presents at 2015 Rosalynn Carter Mental Health Symposium*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 5-6.
6. Mackie, P.F.E. (2015, February). *Over the fence: Responding to rural homelessness: A call to arms*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 6-7.
7. Mackie, P.F.E. (2014, December). *Over the fence: Challenges with technology bridging rural behavioral health service gaps*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 6-7. Retrieved from <http://nacbhdd.org/>
8. Mackie, P.F.E. (2014, January). *Over the fence: USDA Creating Loan Opportunities for Mental Health Treatment Facilities*. National Association of County Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 1-2. Retrieved from <http://nacbhdd.org/>
9. Mackie, P.F.E., & McFaul, M. (2013, October). *Over the fence: Behavioral health needs of rural Veterans and practitioners providing services: Challenges to protecting those who protected us*. National Association of County Behavioral Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 1-2. Retrieved from <http://nacbhdd.org/>
10. Mackie, P.F.E. (2013, August). *Over the Fence: Responding to Rural Behavioral Health Workforce Challenges*. National Association of County Behavioral Health and Developmental Disability Directors (NACBHDD) Policy Newsletter, pp. 7-8. Retrieved from <http://nacbhdd.org/>
11. Fitzsimons, N.M., Mackie, P.F.E., Ganey, A., Schager, A. (2009). *Supporting youth and families in the Mankato area: A report for Mankato Area Healthy Youth (MAHY)*. Department of Social Work, Minnesota State University, Mankato and Mankato Area Healthy Youth (MAHY), Mankato, MN.
12. Callahan, C., & Mackie, P.F.E. (1998). Survival in a state of welfare reform: Welfare to work in rural Missouri. *Social Justice Action Quarterly*, 3(3), 5-6.

ACADEMIC & CONFERENCE PRESENTATIONS

1. Rutherford-Self, T., Davis-Gage, D., & Mackie, P.F.E. (*accepted*). Beyond Recruitment: Addressing Pay Parity to Sustain the Rural Behavioral Health Workforce. National Association of Rural Mental Health conference. September 27-29, 2026. Santa Fe, NM.
2. Mackie, P.F.E. (5 March 2026). Rural-Informed Behavioral Health Ethics: 3-Hour CE training. (Online). Center for Rural Behavioral Health Rural Informed Series, Minnesota State University, Mankato, MN.

3. Davis-Gage, D., Rutherford-Self, T., & Mackie, P.F.E. (2025). Rural informed practice series: An introduction. North Mankato, MN. Blue Cross & Blue Shield Center for Rural Behavioral Health training series. September 20. (Presented the rural informed ethics module).
4. Mackie, P.F.E. (2025). Ethical considerations for rural behavioral health providers. National Association for Rural Mental Health (NARMH) conference, Anchorage, AK. May 3.
5. Mackie, P.F.E. (2025). Rural workforce: What we do and don't know, and how to move forward. Northeast MN Behavioral Health Summit, Iron Trails Events Center. Virginia, MN. Jan 22.
6. Mackie, P.F.E., & Moore, J. (2024). Developing rural behavioral health competencies. VitAL/NARMH annual conference. Tuscaloosa, AL. (Aug 26).
7. Mackie, P.F.E. (2023). Addressing ethics as a rural behavioral health provider. 50th National Association for Rural Mental Health (NARMH) conference, Pittsburgh, PA., Sept 20.
8. Mackie, P.F.E. (2022). Rural America is still technologically behind: Why it matters more than ever. 68th CSWE Annual Program Meeting, Anaheim, CA., November 13.
9. Mackie, P.F.E. (2021). COVID-19 Realities & Opportunities for Rural Behavioral Health Services. NACBHDD Policy and Legislative Conference (Virtual). March 18.
10. Mackie, P.F.E. (2019). Ethics in Social Work Practice with a Rural Twist. Lyceum Conference Center, Hartford, CT. May 20.
11. Mackie, P.F.E. (2019). Rural behavioral health care, policies, & workforce challenges: Yes, they are related. Hawai'i Psychological Association Meeting, Waimea, HI, April 27.
12. Mackie, P.F.E. (2018). Responding to Future Rural Behavioral Health Care Needs. We Have Ag! Hot Topics Lecture Series. Minnesota State University, Mankato. April 23.
13. Mackie, P.F.E. (2018). Rural workforce Challenges. National Association of County Behavioral Health and Developmental Disability Directors (NACBHDD) Policy Institute and Conference. March 5.
14. Mackie, P.F.E. (2017). Behavioral health workforce needs: A rural perspective. Minnesota Farm Bureau Annual Conference. Bloomington, MN. November 18.
15. Mackie, P.F.E. (2017). Veteran rural behavioral health workforce: Rural responses. Department of Veteran Affairs Office of Rural Health, Washington, DC [Sponsor]. Rural Veteran Rural Health Webinar Series #4: Rural Workforce Talent Retention. 19 October.
16. Mackie, P.F.E. (2017). Professional ethics in rural social work practice. National Association for Rural Mental Health (NARMH) 43rd Annual Conference. San Diego, CA. September 7.
17. Mackie, P.F.E. & Akey, L.D. (2017). Professional development through the assessment of student learning. Higher Learning Commission Annual Conference. Chicago, IL. April 3.
18. Mackie, P.F.E. (2017). Behavioral health human resource crisis: Rural Responses. National Association of County Behavioral Health & Disability Directors (NACBHDD) Annual Policy Institute & Conference. Washington, DC. March 1.
19. Mackie, P.F.E. (2016). Practicing rural social work: A multi-systems approach to providing services. National Association for Rural Mental Health (NARMH) 42nd Annual Conference. Portland, ME. June 18.
20. Fleming, P., Manderscheid, R., & Mackie, P.F.E. (2016). De-incarceration of America's jails: NACo's Stepping Up and NACBHDD's decarcerating initiative. National Association for Rural Mental Health (NARMH) 42nd Annual Conference. Portland, ME. June 17.
21. Mackie, P.F.E. (2015). Behavioral health workforce policy issues: A rural perspective. 31st Annual Rosalynn Carter Mental Health Symposium (*invited*). Atlanta, GA. November 12.

22. Mackie, P.F.E., †Hamann, J., & †Petzel, M. (2015). Baccalaureate-level Social Work Student Perceptions about Rural Practice. National Association for Rural Mental Health (NARMH) 41st Annual Conference. Honolulu, HI. July 31.
23. Mackie, P.F.E. (2015). NARMH & NRIADA: Organizational partnering strategies to strengthen rural voices. National Rural Institute on Alcohol and Drug Abuse 31st Annual Conference. Menomonie, WI. June 16.
24. Mackie, P.F.E. (2015). Assessing student learning: Growing culture, cultivating buy-in, improving quality. Higher Learning Commission Annual Conference. Chicago, IL. March 27-31.
25. Mackie, P.F.E. (2015). The need for stronger rural mental health policies is NOW. NACBHDD & NARMH Annual Legislative Conference. Washington, DC. February 23, 2015.
26. Mackie, P.F.E. (2014). Community organizing in rural places: Yes, it's different. 40th Annual National Association for Rural Mental Health (NARMH) conference. Washington, DC. July 19.
27. Lassiter, A.L., Liebendorfer, R., Mackie, P.F.E., & Akey, L.D., (2014). Assessing general education curriculum: Strategies, plans, and approaches. Minnesota State University Mankato Professional Development Day, Mankato, MN. January 8.
28. Hoffman, P. & Mackie, P.F.E. (2013). Blurring the boundaries: Creating collaborative space for excellence and innovation. 38th Annual Professional and Organizational Development (POD) Network in Higher Education conference. Pittsburgh, PA. November 7.
29. Mackie, P.F.E. (2012). A study of rural social work practitioners in the Upper Peninsula of Michigan. National Association for Rural Mental Health (NARMH) 39th Annual Conference. Anchorage, AK. May 18.
30. Mackie, P.F.E. (2012). Hiring social work faculty: An analysis of employment announcements. 29th Annual Baccalaureate Program Directors conference. Portland, OR. March 17.
31. Anderson, W.A., and Mackie, P.F.E. (2012). A critical analysis of the EPAS competencies and practice behaviors. 29th Annual Baccalaureate Program Directors conference. Portland, OR. March 17.
32. Mackie, P.F.E. (2012). Social work in a very rural place: A study of practitioners in the Upper Peninsula of Michigan. 41st annual Northern Michigan University Psychology Colloquium Series. Marquette, MI. February 17.
33. Mohatt, D., Mackie, P.F.E., & McFaul, M. (2012). Behavioral Health Needs of Rural Service Members, Veterans, and Rural Service Providers. National Rural Health Association (NRHA) Annual Rural Health Policy Institute. Washington, D.C. January 30.
34. Mackie, P.F.E. (2011). Why do social service supervisors have so much trouble hiring social workers across rural Minnesota? 118th Minnesota Social Service Association (MSSA) Annual Conference. Minneapolis, MN. March 23.
35. Mackie, P.F.E. (2010). Balancing the art and science of indirect practice. Minnesota Conference on Social Work Education (MCSWE) Annual Conference. Mankato, MN. October 29.
36. Mackie, P.F.E. (2010). Hiring and retaining social service providers across rural Minnesota: A review on current knowledge. 117th Minnesota Social Service Association (MSSA) Annual Training and Conference, Minneapolis, MN. March 25.
37. Mackie, P.F.E. (2009). Is there really a problem with hiring rural social service staff? An investigation of rural Minnesota social service providers. 34th Annual Rural Social Work Conference. National Institute on Social Work and Human Services in Rural Areas. Duluth, MN. July 27.
38. †Carroll, B., Mackie, P.F.E., & Zammitt, K. (2009). Rural social work: The quest for clarity. 116th Minnesota Social Service Association Annual Training Conference, Bloomington, MN. March 25.
39. Mackie, P.F.E. (2009). Taking it to the streets! Engaging in the praxis of community organizing. 26th Annual Conference of the Baccalaureate Social Work Directors, Phoenix, AZ. March 21.

40. Mackie, P.F.E. (2008). Understanding the complexities of workforce issues among rural social workers. Annual Conference of the Region 6 Minnesota Social Service Association. Hutchinson, MN. October 30.
41. Mackie, P.F.E. (2008). Social workers in rural areas: Research on workforce issues, recruitment, and retention. 34th Annual Conference of the National Association for Rural Mental Health, Burlington, VT. August 8.
42. Mackie, P.F.E., & [†]Collin, M. (2008). Teaching ICWA Online: Undergraduate child welfare student learning. 26th Annual Conference of the National Indian Child Welfare Association (NICWA), Minneapolis, MN. April 22.
43. Mackie, P.F.E. (2008). Professional burnout: Are social workers really as crispy as we think? 115th Minnesota Social Service Association Annual Training and Conference, Bloomington, MN. March 26.
44. Mackie, P.F.E. (2008). Getting published: Strategies for success among new faculty members. Minnesota State University, Mankato Professional Development Day, Mankato, MN. January 9.
45. Mackie, P.F.E. (2006). Understanding educational and demographic differences between rural and urban social workers. 24th annual Association of Baccalaureate Program Directors (BPD) Conference. Los Angeles, CA. October 29.
46. Mackie, P.F.E. (2006). A quantitative analysis of burnout and job satisfaction among rural and urban social workers. 52nd Annual Program Meeting of the Council on Social Work Education (CSWE), Chicago, IL. February 17.
47. Mackie, P.F.E. (2005). Differences between rural and urban social workers: An analysis of self-reported challenges and joys in the workplace. Minnesota Social Service Association, Region 9 Annual Conference. Mankato, MN. September 30.
48. Mackie, P.F.E. (2005). Empowerment: Taking control of your future. VINE: Faith in Action Tips and Tools lecture series. St. Peter, MN. August 23.
49. Mackie, P.F.E. (2005). Qualitative differences between rural and urban social workers. Agriwellness, Inc. Rural Behavioral Health and Safety Conference. Bloomington, MN. July 11.
50. Mackie, P.F.E. (2005). Strength-based helping from a harm reduction approach. St. Peter Regional Treatment Center continuing education series. St. Peter, MN. April 6.
51. Mackie, P.F.E., & Asguarrd, G., (J.W. Renfrew, Sponsor) (1997). "Report of an initial study of the effects of Fluoxetine on shock-elicited aggression." A showcase of student research. 26th annual Northern Michigan University Psychology Colloquium Series. Marquette, MI. April 18.

[†] Denotes presentation with student.

CONGRESSIONAL TESTIMONY

10 August 2017. Testified before the U.S. House of Representatives Committee on Veteran Affairs regarding access challenges for behavioral health services. Identified strategies to improve service delivery. Congressional Field Hearing, Duluth, MN.

GRANTS & CONTRACTS

1. 2024-2025. *Effectiveness of embedded behavioral health provider for DII NCAA athletes*. Mackie, P.F.E. (PI). **\$25,000 (Funded)**. Mayo Health Care Systems, Rochester, MN.
2. 2024. *Faculty Research Grant (FRG)*. Mackie, P.F.E.(PI). Minnesota State University, Mankato. **\$5,929.50 (Funded)**.
3. 2024. *Student Support Personnel Workforce Pipeline Grant*. Beimers, D., (PI), & Mackie, P.F.E. (Co-author). Minnesota Department of Education. **\$150,000 (Funded)**.

4. 2023. *NARMH/Center for Rural Behavioral Health Operations Agreement & Contract*. Mackie, P.F.E., Facilitator. One-year contract between NARMH and CRBH to provide operations support for the NARMH organization. **\$15,000 (Funded)**.
5. 2017. *Behavioral Health Workforce Education and Training (BHWET) program*. Beimers, D. (PI), Mackie, P.F.E. (Evaluation & Technological Consultant). Health Resources and Services Administration (HRSA). **\$399,900.00 (Funded)**. (\$99,974 x 4 years).
6. 2014. *Retooling optical fiber communication instruction with a hybrid continuous-time and discrete-time approach*. Zhang, Q., (PI), He, N., (co-PI), & Mackie, P., (co-PI). Submitted to National Science Foundation 22 Oct 2014. **\$168,561 (Not Funded)**.
7. Minnesota State University, Mankato Office of Academic Affairs curriculum redesign project (2010-2011). **\$12,200** to support BSSW program curriculum redesign to increase diversity content, streamline offerings, investigate new pedagogy to enhance program quality/diversity (**Funded**).
8. Minnesota State University, Mankato Faculty Research Grant (FRG) and Title IV-E Child Welfare grant (combined-resource) (2010). **\$5,550** to support an investigation addressing the complexities of retaining rural social service providers with emphasis on child welfare workers (**Funded**).
9. Minnesota State University, Mankato Office of Research and Sponsored Programs and Center for Excellence in Research and Scholarship (2010). **\$1,100** to support an investigation of differences in hiring expectations among social work faculty in the United States (**Funded**).
10. Title IV-E BSSW Program Child Welfare Consortium grant (sponsor: Minnesota Department of Human Services), U.S. Department of Health and Human Services (2006-2009). Co-managed \$180,000 annually renewed federal grant for three years (**total during time managed = \$540,000**).
11. Minnesota State University, Mankato Faculty Research Grant (FRG) (2008). **\$4,415** to support an investigation of difficulties with hiring social workers in rural areas (**Funded**).
12. Minnesota State University, Mankato College of Social and Behavioral Sciences grant (2006). **\$450** competitive grant to support original research investigating undergraduate social work student attitudes toward seeking social service employment in rural areas (**Funded**).
13. University of Denver Graduate School of Social Work Dissertation grant (2004). **\$1,500** competitive grant to support dissertation research from Graduate Studies Committee (**Funded**).

JOURNAL EDITOR AND REVIEWER POSITIONS

1. Associate Editor: Journal of Rural Mental Health (under APA)
2. Chief Consulting Editor and Journal Manager: Journal of Rural Mental Health (under NARMH)
3. Reviewer: Journal of Baccalaureate Social Work
4. Reviewer: Advances in Social Work
5. Reviewer: Journal of Contemporary Rural Social Work

Graduate Thesis Committees

1. Served on three Minnesota State University, Mankato Department of Theater thesis committees (2011, 2014, 2016). Provided mentorship and served as external reviewer.
2. Served on three Minnesota State University, Mankato Department of Psychology thesis committee (2010, 2017, 2021). Provided mentorship and served as external reviewer.
3. Served on two Minnesota State University, Mankato Gender and Women Studies Department graduate student thesis committees (2006, 2008). Provide mentorship and assistance in data analysis.

Undergraduate Student Research Mentoring

Mentored six undergraduate social work students' research projects across a variety of social concerns. Students' research was submitted for competition in annual Undergraduate Research Conference.

PROFESSIONAL DEVELOPMENT AND TRAINING

1. Writing Across the Curriculum (WAC) (6/2026). University of St. Thomas, MN. Completed.
2. Higher Learning Commission Annual Conference (4/2016). Assessment and evaluation training.
3. Higher Learning Commission Annual Conference (4/2015). Assessment and evaluation training.
4. Higher Learning Commission Annual Conference (4/2014). Assessment and evaluation training.
5. Higher Learning Commission Annual Conference: Academic Learning Exchange (4/2013).
6. Academic Impressions *Engaging Faculty in Student Learning Assessment* (3/2013). Charlotte, NC.
7. Minnesota State University Center of Excellence in Teaching and Learning *Assessment across the Curriculum* program (2013).
8. Participated in multiple Minnesota State University Professional Development and Training events (2004 – present).
9. Council on Social Work Education (2008). Reaffirmation of accreditation training. Alexandria, VA.
10. Minnesota State University, Mankato Leadership Institute (2007-2008).
11. Minnesota State University Center of Excellence in Teaching and Learning *Teaching Certificate II* program (2006-2007). Received advanced education and training in teaching pedagogy, active learning, the use of technology in the classroom, and online course development.
12. Minnesota State University Center of Excellence in Teaching and Learning *Teaching Certificate I* Program (2004-2005). Received introductory education and training in teaching pedagogy, active learning, technology use in the classroom, and portfolio development.
9. Minnesota State University 25th Annual Valley Writing Workshop participant (2004-2005). The Valley Writing Workshop focused on developing assignments for writing-intensive and upper-level undergraduate courses and improving professor's professional writing skills, project outlines, and teaching "toolboxes."

COMMITTEE & SERVICE ACTIVITIES

2023 – 2025	Member, College of Allied Health & Nursing Research Committee.
2023 – Present	Membership Chair/Board Member, National Association for Rural Mental Health.
2023 – 2025	Co-Chair, Strategic Council for Research (between MSU, M & Mayo Clinic)
2022 – Present	National Nomination Committee (NNC) member, CSWE.
2023 – 2024	Journal of Rural Mental Health Editor Search Committee.
2020 – 2022	Treasurer, National Association for Rural Mental Health.
2019 – 2022	BSSW Program Director.
2019 – 2020	BSSW Program (CSWE) Educational Policy and Accreditation Standards (EPAS) Accreditation and Reaffirmation Project Coordinator.
2018 – 2020	Minnesota State Mankato Health Summit Steering Committee.
2018 – 2020	Appointed member of Farm Bill Work Group for Senator Tina Smith (MN).
2013 – 2022	University Assessment & Evaluation Sub-Meet Committee.
2016 – 2019	University Joint Assessment, Evaluation, and Budget Sub-Meet Committee.
2013 – 2015	Co-Chair; Extraordinary Education Task Force for Research, Scholarly, and Creative Activities. MSU, Mankato.
2013 – 2018	Congressman Tim Walz (1 st Dist, MN) Veterans' Stakeholder Team member & policy advisor.
2015 – 2017	Board President, National Association for Rural Mental Health.
2012 – 2015	President-Elect; National Association for Rural Mental Health.
2010 – 2013	BSSW Program Director.
2011 – 2013	BSSW Admissions Coordinator.

2012 – 2013	Search Chair. Department of Social Work (successfully hired faculty member).
2010 – 2011	Search Chair. Department of Social Work (successfully hired faculty member).
2010 – 2011	College of Social & Behavioral Sciences Dean's search committee member (successfully hired new Dean).
2009 – Present	National Board of Directors member; National Association for Rural Mental Health (NARMH).
2009 – 2013	MSW Scholarship Award committee member.
2008 – 2013	BSSW Program (CSWE) Educational Policy and Accreditation Standards (EPAS) Accreditation and Reaffirmation Project Coordinator.
2008 – 2013	BSSW program Assessment Coordinator.
2008 – 2010	BSSW Social Welfare Scholars Program Coordinator.
2008 – 2009	Mankato City Center Business Association Council (CCBAC) member.
2006 – 2010	Department of social work representative: College of Social and Behavioral Sciences (CSBS) research committee.
2007 – 2009	Chair: College of Social and Behavioral Sciences (CSBS) research committee.
2007 – 2013	Advisor: Phi Alpha Social Work Honors Society.
2007 – 2013	Chair: CSBS Graduate Faculty Committee (social work department).
2007 – 2013	Department of Social Work personnel committee member.
2007 – 2008	Chair: Department of Social Work MSW Program Capstone Workgroup.
2007 – 2009	MSW admissions committee member.
2007 – 2013	BSSW program social welfare scholars committee member.
2007 – 2008	City of Mankato Appointments Committee member.
2007 – 2009	Minnesota State University, Mankato Faculty Association (FA) Executive Board.
2006 – 2008	Minnesota State University, Mankato academic appeals committee member.
2006 – 2007	Minnesota State University, Mankato IFO program review committee member.
2006 – 2008	Social Work BSSW/MSW faculty search committee member (two years resulting in successfully hiring four faculty).
2006 – 2007	City Center Stakeholders Task Force. City of Mankato, Minnesota.
2005 – 2012	Center of Excellence in Teaching and Learning (CETL) peer reviewer.
2005 – 2007	Social Work MSW program development committee member.
2005 – 2007	Social Work MSW curriculum development committee member.
2005 – 2013	Social Work adjunct faculty and graduate teaching assistant coordinator.
2004 – 2013	Social Work Personnel committee member.
2004 – 2010	Minnesota State University, Mankato ethnic studies program faculty committee.

PROFESSIONAL AFFILIATIONS

1. Higher Learning Commission (HLC)
2. Professional and Organizational Development Network (POD)
3. Association of Baccalaureate Program Directors (BPD)
4. Association of Macro Practice Social Workers (AMPSW)
5. Council on Social Work Education (CSWE)
6. Minnesota Social Service Association (MSSA)
7. National Association of Rural Mental Health (NARMH)