

Colleen E. Janczewski

Helen Bader School of Social Welfare
 University of Wisconsin—Milwaukee
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 PO Box 786
 Milwaukee, Wisconsin 53201

Education

- 2014 Ph.D., University of Wisconsin—Milwaukee, Helen Bader School of Social Welfare
Dissertation Title: Differential Response and Agency Decision Making: A National Study of Child Neglect Cases
Dissertation Committee: Steven McMurtry (Chair), Joshua Mersky, Susan Rose, Daniel Fuhrmann, Nancy Rolock
- 2001 M.S.W., Virginia Commonwealth University, Richmond, VA
- 1998 B.S., Sociology, Virginia Polytechnic Institute and State University, Blacksburg, VA

Current Position

- 2017- Assistant Professor,
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee
- 2016- Policy and Program Analyst,
 Institute for Child and Family Well-Being
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee
- 2020- Co-Principal Investigator,
 Title IV-E Public Child Welfare Training Program,
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee

Previous Professional Positions

- 2016-2017 Research Scientist,
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee
- 2014-2016 Postdoctoral Research Fellow,
 Child and Family Research and Policy
 Jane Addams School of Social Work at University of Illinois at Chicago (2014-2015)
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee (2016)
- 2011-2014 Doctoral Research Assistant & Project Manager,
 Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee

- *Smart Scale Up: Expanding Home Visiting with Fidelity (2013-2014)*
 - *Developing Home Visiting in Wisconsin Through Shared Practice and Mentoring (2011-2014)*

- 2011-2012 Evaluator,
Clarus Research
Mental Health Services Act Evaluation, California Department of Mental Health

- 2009-2011 Doctoral Research Assistant,
Helen Bader School of Social Welfare, University of Wisconsin—Milwaukee
 - *Supporting Substance-Abusing Incarcerated Mothers in Recovery and Family Reunification*. U.S. Department of Justice, Office of Justice Programs. (2010-2011)
 - *Bureau of Milwaukee Child Welfare Evaluation*. Wisconsin Department of Children & Families (2009-2010)

- 2006-2008 Senior Research Associate,
ICF International, Families & Communities Practice Group
 - *National Evaluation and Technical Assistance Center for Improving Child Welfare Outcomes Through Systems of Care Demonstration Initiative*. U.S. Administration of Children & Families
 - *Greenbook Initiative National Evaluation*. U.S. Department of Justice and the Administration of Children & Families

- 2004-2006 Manager of Systems Improvement Methodologies,
Casey Family Programs, Systems Improvement and Policy Division
 - *Supporting Kinship Care Breakthrough Series Collaborative*
 - *Improving Educational Continuity and School Stability for Children in Foster Care Breakthrough Series Collaborative*

- 2001-2004 Research Associate,
Caliber Associates (acquired by ICF International)
 - *National Youth In Transition Database Development*. U.S. Administration of Children & Families
 - *National Evaluation and Technical Assistance Center for Improving Child Welfare Outcomes Through Systems of Care Demonstration Initiative*. U.S. Administration of Children & Families
 - *Greenbook Initiative National Evaluation*. U.S. Department of Justice and the Administration of Children & Families
 - *Performance Measurement System for the Juvenile Accountability Incentive Block Grants*. U.S. Department of Justice
 - *Qualitative Assessment of the District of Columbia Child Welfare System*, The D.C. Child & Family Services Administration.

- 2000-2001 Day Counselor,
Chesterfield VA Department of Mental Health-Mental Retardation Services

Publications

Peer Reviewed Articles & Book Chapters

- Rolock, N. Cryer-Coupet, Q., & Janczewski, C. (in press). Measurement Issues in Identifying and Describing Disproportionality and Disparity. In A. Dettlaff (Ed.), *Racial Disproportionality and Disparities in the Child Welfare System*. New York, NY: Springer.
- Choi, C., Mersky, J. P., Janczewski, C. E., Lee, C. T. P., & Davies, W. H. (in press). Validity of an expanded assessment of adverse childhood experiences: A replication study. *Children and Youth Services Review*.
- Mersky, J. P., Topitzes, J., Janczewski, C. E., Lee, C. T. P., McGaughey, G., & McNeil, C. B. (2020). Translating and Implementing Evidence-Based Mental Health Services in Child Welfare. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-12.
- Janczewski, C. E., Mersky, J. P., & Brondino, M. J. (2019). Those Who Disappear and Those Who Say Goodbye: Patterns of Attrition in Long-Term Home Visiting. *Prevention Science*, 1-11.
- Mersky, J., Janczewski, C., & Nitkowski, J. (2018). Poor mental health among low-income women in the U.S.: Exploring the role of adverse childhood and adult experiences. *Social Science & Medicine*, 206, 14-21.
- Mersky, J. P., & Janczewski, C. E. (2018). Adverse childhood experiences and postpartum depression in home visiting programs: prevalence, association, and mediating mechanisms. *Maternal and Child Health Journal*, 1-8.
- Mersky, J. P., & Janczewski, C. E. (2018). Racial and ethnic differences in the prevalence of adverse childhood experiences: findings from a low-income sample of US women. *Child Abuse & Neglect*, 76, 480-487.
- Mersky, J. P., Janczewski, C. E., & Topitzes, J. (2017). Rethinking the measurement of adversity: moving toward second-generation research on adverse childhood experiences. *Child Maltreatment*, 22(1), 58-68.
- Janczewski, C.E. & Mersky, J.P. (2016). What's so different about differential response? A multilevel and longitudinal analysis of child neglect investigations. *Child and Youth Services Review* 67, 123-132.
- Mersky, J. P., Topitzes, J., Janczewski, C. E., & McNeil, C. B. (2015). Enhancing foster parent training with Parent-Child Interaction Therapy: Evidence from a randomized field experiment. *Journal of the Society for Social Work and Research*, 6(4), 591-616.
- Janczewski, C. E. (2015). The influence of differential response on decision-making in child protective service agencies. *Child Abuse & Neglect*, 39, 50-60.
- Mersky, J., & Janczewski, C. E. (2013). Adult well-being of foster care alumni: Comparisons to other child welfare recipients and a non-child welfare sample in a high-risk, urban setting. *Children and Youth Services Review*, 35(3), 367-376.
- Janczewski, C., Dutch, N., & Wang, K. (2008). Crafting the Greenbook: Framers reflect on the vision, process, and lessons learned. *Journal of Interpersonal Violence*, 23(7), 981-1006.

Malik, N., Ward, K., & Janczewski, C. (2008). Coordinated community response to family violence: The role of domestic violence service organizations. *Journal of Interpersonal Violence, 23*(7), 933-955.

Malik, N., Silverman, J., Wang, K., & Janczewski, C. (2008). Domestic violence and dependency courts: The Greenbook demonstration experience. *Journal of Interpersonal Violence, 23*(7), 956-980.

Manuscripts Under Review

Janczewski, C. E., Mersky, J. P., Plummer Lee, C. A brief measure of work environment for human service organizations. *Human Service Organizations: Management, Leadership, & Governance*

Mersky, J. P., Plummer Lee, C., Janczewski, C. E. Advancing the assessment of adverse adult experiences: A validation study of the Adult Experiences Survey. *Psychological Trauma.*

Mersky, J.P., Janczewski, C.E., Plummer Lee, C., Gilbert, R. M.; McAtee, C., & Yasin, T. Effects of home visiting on breastfeeding and bedsharing in a low-income urban sample. *Journal of Health Education and Behavior.*

Manuscripts In Preparation

Janczewski, C. E., Nitowski, J. Carrots and sticks: An examination of service uptake during initial child protective services involvement.

Mersky, J. P., Choi, C., Janczewski, C. E., & Plummer Lee, C. Disparities in adverse childhood experiences: An intersectional analysis using Add Health data.

Selected Technical Reports & Monographs

Janczewski, C.E. & Nitowski, J. (2018) Alternative response outcome report, Wisconsin Department of Children and Families.

Mersky, J. P., Janczewski, C.E., & Wisconsin Department of Children and Families (2018) First Year Evaluation Report, Trauma and Recovery Project, Substance and Mental Health Administration.

Mersky, J. P., Janczewski, C.E., & Wisconsin Department of Children and Families (2018) Family Foundation Home Visiting Evaluation Report (2016-2018)

Janczewski, C.E. & Nitowski, J. (2017) Alternative response interim report: process evaluation, Wisconsin Department of Children and Families.

Mersky, J. P., & Janczewski, C. E. (2016). Engaging families in home visiting. Issue Brief, Institute for Child and Family Well-being.

Greenbook National Evaluation Team. (2008). *The Greenbook Initiative: Final Evaluation Report*. Washington, DC: National Institute of Justice. Found at: www.thegreenbook.info/documents/finalreport_combined.pdf

Casey Family Programs. (2007). *Supporting Kinship Care: Promising Practices and Lessons Learned*. Seattle, WA: Casey Family Programs. Found at www.casey.org/Resources/publications/kinshipbsc.htm

National Technical Assistance and Evaluation Center for Systems of Care. (2007- 2010) *A Closer Look* [7-issue series]. Washington, DC: Administration for Children and Families. Found at:

www.childwelfare.gov/systemwide/service/soc/communicate/initiative/closerlook

Greenbook National Evaluation Team. (2004). *The Greenbook Demonstration Initiative Interim Evaluation Report*. Washington, DC: National Institute of Justice. Found at: www.thegreenbook.info/documents/Greenbook_Interim_Evaluation_Report_2_05.pdf

Funded Research and Evaluation

Currently funded

University of Wisconsin Title IV-E Public Child Welfare Stipend Program

Funded by Wisconsin Department of Children and Families

Annually, 2020, ~\$500,000

Role: Co-Principal Investigator

Community Response Evaluation

Funded by Greater Watertown Health Foundation

1/1/2019-12/30/2020, \$30,000

Role: Principal Investigator

Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Grant Program

Lead Agency: Wisconsin Department of Children and Families. Funded by U.S. DHHS, Health Resources and Services Administration. Award No. 1 X10MC33618-01-00

1/1/2019-9/30/2021, \$101,420

Role: Co-Investigator

Trauma and Recovery Project

Lead Agency: Wisconsin Department of Children and Families. Funded by U.S. DHHS, Substance Abuse and Mental Health Services Administration, Children's Mental Health Services. Grant ID: SM63270

10/01/2017-9/30/2022, \$601,800.

Role: Co-Investigator

Previously funded

Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Grant Program

Lead Agency: Wisconsin Department of Children and Families. Funded by U.S. DHHS, Health Resources and Services Administration Award No. X10MC311790100

9/30/2017-9/29/2019, \$400,000

Role: Co-Investigator

Mixed Method Evaluation of Alternative Response Program

Funded by Wisconsin Department of Children and Families

10/1/2016-9/30/2018, \$329,099

Role: Principal Investigator

Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Grant Program

Lead Agency: Wisconsin Department of Children and Families. Funded by U.S. DHHS, Health Resources and Services Administration. Award No. 1 X10MC295120100.

4/1/2016-9/30/2018 \$234,538.

Role: Co-Investigator

Smart Scale Up II: Promoting Family Engagement, Health and Mental Health

Lead Agency: Wisconsin Department of Children and Families. Funded by U.S. DHHS, Health Resources and Services Administration. Award No. 1 D89MC282590100.
3/1/15-9/30/2017 \$387,068).
Role: Co-Investigator

Assessing Family Engagement & Community Partnerships within Wisconsin Early Childhood Programs.
Funded by the Governor's Early Childhood Advisory Council, Wisconsin.
1/2013-6/2013, \$3000
Role: Co-Principal Investigator

Presentations

- Janczewski, C. E., Mersky, J. P., Plummer Lee, C. (2019 March) The Influence of home visiting on breastfeeding and bed sharing. Society for Research in Child Development. Baltimore MD. (Refereed, Academic & Practitioner Researchers, Poster, National Conference).
- Mersky, J. P., Janczewski, C. E. (2019 March) Making the Case for Two-Generation Programs to Prevent Intergenerational Trauma. Society for Research on Child Development. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Mersky, J. & Janczewski, C. (March 2019) (Re)Defining engagement and success in home visiting. Milwaukee Home Visiting Community of Practice. (Invited presentation, community practice audience).
- Janczewski, C. E. Heins, T., Mersky, J. P. (2019 February) Defining success: Developing a framework to support successful home visiting completion. Maternal, Infant and Early Child Home Visiting All Grantee Meeting, Baltimore, MD (Refereed, Academic & Practitioner Researchers, Paper, National Conference)
- Janczewski, C. E., Mersky, J. P., Plummer Lee, C. (2019 January) Introducing a brief assessment of work place environment. Society for Social Work Research. San Francisco, CA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference)
- Mersky, J. P., Plummer Lee, C., & Janczewski, C. E. (2019 January) Initial Validation of a New Measure of Adverse Adult Experiences. Society for Social Work Research, San Francisco, CA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C., Topitzes, D., Mersky, J. (October 2018). Promoting a trauma-informed culture. Wisconsin Department of Children and Family Services, Trauma Informed Care Learning Session. (Invited presentation, statewide policy audience).
- Nitkowski, J. & Janczewski, C. (2018 May). Easier said than done: Can differential response really improve access to early services? American Professional Society on the Abuse of Children: 25th Annual Colloquium, New Orleans, LA (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C., (2018 March) *How they say goodbye: Types of client attrition in voluntary home visiting programs.* Fulfilling the Promise, Wisconsin Dells, WI (Refereed, Practitioner, Paper, State).
- Janczewski, C., Mersky, J., Brondino, M. (2018 January) *Some say goodbye and some disappear: Patterns of service departure in long-term home visiting.* The Society of Social Work Research's Annual Conference, Washington, DC. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).

- Mersky, J., Janczewski, C., Topitzes, J. (2018 January). *Adverse grownup experiences (ACEs): Prevalence, origins, and consequences*. The Society of Social Work Research's Annual Conference, Washington, DC. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. & Mersky, J. (2017 January). *Second-generation research on ACEs: Refining and measuring childhood adversity*. The Society of Social Work Research's Annual Conference, New Orleans, LA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Mersky, J. Janczewski, C., & Zhang, L. (2017 January). *ACEs, Races, and Poverty: Racial/Ethnic Differences in Self-Reported Childhood Adversity in a low income sample*. The Society of Social Work Research's Annual Conference, New Orleans, LA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Mersky, J., Topitzes, J., & Janczewski, C. (2017). *Burnout and vicarious trauma: What we can do about it*. Fulfilling the Promise, Wisconsin Dells, WI. (Refereed, Practitioner, Paper, Statewide Conference).
- Mersky, J. & Janczewski, C. (June 2016). *Expanding and Refining the Adverse Childhood Experiences Framework*. American Professional Society on the Abuse of Children: 24th Annual Colloquium, New Orleans, LA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. (2016 January). *Moving Mountains: A Longitudinal Analysis of DR Implementation's Effect on Investigation and Substantiation Rates*. The Society of Social Work Research's Annual Conference, Washington, DC. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Mersky, J. & Janczewski, C. (2016 January). *Adverse Childhood Experiences, Intimate Partner Violence, and Mental Health: Main Effects and Mediating Mechanisms*. The Society of Social Work Research's Annual Conference, Washington, DC. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. & Mersky, J. (2015 January). *The Influence of Differential Response on Decision-Making in Child Protective Service*. The Society of Social Work Research's Annual Conference, New Orleans, LA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Mersky, J., Topitzes, J., Janczewski, C., Norman, M., & McNeil, M. (2015). *Integrating Parent-Child Interaction Therapy into Foster Parent Training*. The Society of Social Work Research's Annual Conference, New Orleans, LA. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. (2013). *Differential Response: Changing the National Landscape in Child Welfare*. The Kempe Center's Annual Conference on Differential Response, Vail, CO. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. (2013). *How Child Welfare Agencies Make Decisions in Cases of Neglect*. Research to Practice Institute: The Network for Social Work Managements Institute. Newark, NJ. (Refereed, Academic & Practitioner Researchers, Paper, National Conference).
- Janczewski, C. (2013). *Decision Making in Cases of Neglect*. The National Advisory Council of the National Quality Improvement Center on Differential Response, Washington, DC. (Invited, Academic & Practitioner Researchers, Paper, Expert Workgroup).
- Janczewski, C. & Gromoske A. (2011). *Long-term Foster Care as a Permanency Goal: A Multi-Level Exploration of Child, Population, and Agency Predictors*. The National Child Welfare Evaluation Summit, Washington, DC. (Refereed, Academic & Practitioner Researchers, Poster, National Conference).

- Gromoske, A. & Janczewski, C. (2011). *Beginning the Program Improvement Process: A Strength-Based Approach*. National Alliance of Social Workers, Wisconsin Chapter, Madison, WI. (Refereed, Practitioner, Paper, Statewide Conference).
- Gromoske, A., Janczewski, C., & Hernandez-Meier (2010). *Empowering Clients Through Evidence Based Choice*. National Alliance of Social Workers, Wisconsin Chapter, Brookfield, WI. (Refereed, Practitioner, Paper, Statewide Conference).
- Janczewski, C. & Lutz, L. (2005). *The Breakthrough Series Collaborative*. Child Welfare League of America Conference, Washington, DC. (Refereed, Practitioner, Paper, National Conference).
- Cooper, J. & **Crowley, C.** (2003). *The National Youth in Transition Database*. The Children's Bureau: Pathways to Adulthood, Chicago IL. (Invited, Policy/State Leadership, Paper, National Conference).
- Johnson, P., Cooper, J. & **Crowley, C.** (2003). *Chafee: The National Youth in Transition Database*. The Children's Bureau: National Child Welfare Data Conference, Arlington, VA. (Invited, Policy/State Leadership, Paper, National Conference)
- Cooper, J. & **Crowley, C.** (2002). *The National Youth in Transition Database*. The Children's Bureau: National Child Welfare Data Conference, Crystal City, VA. (Refereed, Policy/State Leadership, Paper, National Conference)

Trainings, Workshops, & Technical Consultation

- Janczewski, C. & Gutterman, F. (2008, 2 days) Breakthrough Series Collaborative Implementation, Audience: Leaders of Arizona's Department of Economic Security, Service Integration Team, Washington, DC
- Janczewski, C. & Robinson, N. (2007, 2 days) Action Planning in CPS. Audience: Dauphin and Northumberland County, PA CPS administrators, Mechanicsburg, PA.
- Janczewski, C. (2006, 2 days). Action Planning. Systems of Care Family Involvement Summit, Audience: Kansas Department for Children and Families Administrators and supervisors, Wichita, KS.
- Crowley, C.**, Echohawk, L. (2005, 2 days) Measurement and Change. Audience: Tohono O'odham Nation Human Services, Child Welfare Division, Tohono O'odham Nation Reservation, NM

Teaching and Education

University of Wisconsin-Milwaukee, Helen Bader School of Social Welfare

SW 791 Issues in Child welfare (3 cr, PhD): Sp 2020

SW 604 Social Systems and Social Work (3 cr, G/U): Sp 2019; Fa 2018; Fa 2017; Sp 2017; Fa 2012 (adjunct)

University of Wisconsin, Oshkosh, Social Work Department

SW 468 Social Welfare Policy (3 cr, U) Sp 2012 (adjunct)

Guest Lecturer

SW 791 Issues in Child Welfare (3 cr, PhD) Sp 2018, Sp 2016

SW 250 Human Behavior and the Social Environment (3 cr, U)

SW 952 Qualitative Research Methods (3 cr, PhD). Sp 2013, attended multiple classes

SW 793 Evaluation of Practice (2 cr, gr) 2013

Teaching Assistant

SW 206 Introduction to Social Policy (3 cr, U) Fa, 2010, Fa 2011

Other Teaching Experience

Pearson Higher Education (2010-2011). Developed supplemental content for textbook, *Social Work Macro Practice* (Netting, Kettner, McMurtry, & Thomas, 2011, 5th ed.)

Awards & Fellowships

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| 2016 | National Social Work Dissertation Award, Society for Social Work Research. \$1,500 |
| 2012-2013 | National Quality Improvement Center for Differential Response Dissertation Research Fellowship. \$25,000 |
| 2013 | Network for Social Work Management, Research To Practice Mentorship. (in-kind travel award) |
| 2010-2013 | Graduate Student Travel Award, University of Wisconsin-Milwaukee. (in-kind travel award) |
| 2009-2010 | Dean's Doctoral Fellowship, Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee. \$20,000 |

Service

To the Department

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| 2018-2020 | M.S.W. Committee, Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee |
| 2017-2018 | Social Justice Committee, Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee |
| 2015-2016 | Co-chair of Awards Committee, Helen Bader School of Social Welfare, University of Wisconsin – Milwaukee |
| 2012-2013 | Doctoral Recruitment Committee, Helen Bader School of Social Welfare, University of Wisconsin- Milwaukee |
| 2011-2012 | Doctoral Admissions Committee, Helen Bader School of Social Welfare, University of Wisconsin- Milwaukee |

To the Field and Community

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| 2018-2019 | Alternative Response Policy Think Tank, Wisconsin Department of Children and Families |
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- 2020-present Ad-hoc peer reviewer, *International Journal of Environmental Research and Public Health*
- 2018-present Ad-hoc peer reviewer, *Educational Researcher*
- 2018-present Ad-hoc peer reviewer, *Child Abuse and Neglect*
- 2017-present Ad-hoc peer reviewer, *PLOS ONE*
- 2017-present Ad-hoc peer reviewer, *Journal of Interpersonal Violence*
- 2017-present Ad-hoc peer reviewer, *Child Maltreatment*
- 2017-present Golda Meir Fund, Milwaukee Public Schools, Board Member
- 2017-present Zilber Family Hospice, weekly care volunteer
- 2016-present Ad-hoc peer reviewer, *Children and Youth Services Review*
- 2015-2017 Predictive Analytic Committee, Children's Hospital Community Services Division
- 2014-present Ad-hoc peer reviewer *Child Welfare*
- 2011-present Wisconsin Home Visiting Evaluation and Program Improvement Work Group
- 2011-2012 Grants & Development Committee Milwaukee French Immersion Foundation

Professional Affiliations

- 2019-present Society for Research in Child Development (SRCD)
- 2019-present Clinical & Translational Science Institute of Southeast Wisconsin
- 2017-present National Child Traumatic Stress Network
- 2015-present American Professional Society on the Abuse of Children (APSAC)
- 2013-present American Public Health Association (APHA)
- 2013-present Extreme Science and Engineering Discovery Environment, NSF (XSEDE)
- 2012-present The Network for Social Work Management (NSWM)
- 2009-present Society for Social Work and Research (SSWR)

Certificates and Professional Development

- 2019 *Latent Class/Cluster Analysis and Mixture Modeling*, Chapel Hill, Curaran, P & Steinley, D.
- 2013 *Social Science Analytics Using SAS*, Center for Addiction and Behavioral Health Research, University of Wisconsin-Milwaukee
- 2013 *Dedoose: Mixed Methods*, Center for Addiction and Behavioral Health Research, University of Wisconsin-Milwaukee
- 2010 *Applied Multi Level Modeling: Exploring Practical Problems*, Center for Addiction and Behavioral Health Research, University of Wisconsin-Milwaukee
- 2009 *Teaming: Partnering for Proposal*, ICF International

- 2006 *Strategy to Action: Client Relation and Opportunities*, ICF International
- 2005 *Breakthrough Series College*, Institute for Health Care Improvement
- 2005 *Gay, Lesbian, Bi-sexual, Transsexual, and Questioning Youth Training*, Massachusetts Department of Public Health
- 2004 *Undoing Racism*, The People's Institute for Survival and Beyond
- 2003 *Performance Measurement for Government and Nonprofits*, The Evaluators Institute
- 2003 *Advanced Proposal Training*, Caliber Associates