

June C. Paul

Skidmore College, Department of Social Work
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EDUCATION & LICENSURE

PhD	University of Wisconsin—Madison, 2018 Social Work & Social Welfare
MSW	University of Wisconsin—Madison, School of Social Work, 1997 (honors) Concentration: Child, Youth, and Family Welfare
BS	Northern Illinois University, 1991 (honors) Major: Business, Marketing
APSW	Advanced Practice Social Worker , Wisconsin State License #1359, 1997-2019
SSW	School Social Worker , Wisconsin State License #P400000376930, 2003-2008

ACADEMIC APPOINTMENTS

2018-present	Skidmore College, Department of Social Work <ul style="list-style-type: none">▪ Assistant Professor, instructor for courses across the BSW curriculum<ul style="list-style-type: none">○ <i>Introduction to Social Work & Social Welfare</i>○ <i>Social Justice & Social Policy</i>○ <i>Working with LGBTQ+ Populations</i>○ <i>Social Work Practice with Groups, Organizations & Communities</i>○ <i>Power, Privilege and Oppression: Advancing Social Justice in Social Work</i>○ <i>Scribner Seminar: Human Dilemmas</i>▪ Academic advisor for BSW students
2019-2020	University of Wisconsin—Madison, School of Social Work <ul style="list-style-type: none">▪ Guest Lecturer, MSW Program, Course: Child, Youth and Family Policy<ul style="list-style-type: none">○ Topic: Creating Safe Contexts for LGBTQ Youth
2017-2018	University of Wisconsin—Madison, School of Social Work <ul style="list-style-type: none">▪ Adjunct Instructor, MSW Program, Course: Family Practice in Adoption, Foster and Kinship Care<ul style="list-style-type: none">○ Topic: LGBTQ Youth in Out of Home Care
2015-2018	University of Wisconsin—Madison, School of Social Work <ul style="list-style-type: none">▪ Guest Lecturer, MSW Program, Course: Child, Youth and Family Policy<ul style="list-style-type: none">○ Topic: Creating Safe Contexts for LGBTQ Youth
2015	Edgewood College, School of Social Policy <ul style="list-style-type: none">▪ Guest Lecturer, MSW Program, Course: Social Welfare Policy

- Topic: Federal and State Food & Nutrition Policies
 - 2014 **University of Wisconsin—Madison, School of Social Work**
 - **Adjunct Instructor**, BSW Program, Course: Child Abuse and Neglect
 - 2014 **University of Wisconsin—Madison, School of Human Ecology**
 - **Guest Lecturer**, BSW Program, Course: Parent-Child Relations
 - Topic: Same-Sex Parenting
 - 2011 **Upper Iowa University, School of Public Administration**
 - **Guest Lecturer**, BSW Program, Course: Child Welfare Programs
 - Topic: Child Protective Service Systems
 - 2009-2010 **University of Wisconsin—Madison, School of Social Work**
 - **Adjunct Instructor**, MSW Program, Course: Child, Youth and Family Policy
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RESEARCH & CONSULTATION

- 2022- present **Co-Investigator, Skidmore College Departments of Psychology and Social Work, *Gender Identity and Bias On-Campus***
 - Survey development, data collection and analysis, drafting and editing project evaluations and reports.
 - Provide mentorship to undergraduate social work students assisting with study planning and recruitment, data collection, and analysis.
 - Co-author manuscripts
- 2021-present **Principal Investigator, Skidmore College Department of Social Work, *LGBTQ+ Youth, Ecomap Pilot Project***
 - Coordinate research study evaluating the use of an intersectional practice tool designed to enhance LGBTQ+ young peoples' access to supportive resources.
 - Design and deliver training on the practice tool to providers working with LGBTQ+ young people.
 - Provide supervision and mentorship to undergraduate social work students assisting with study planning and recruitment, data collection, and analysis.
- 2019-2020 **Principal Investigator, Skidmore College Department of Social Work, *Experiences and Perspectives of Transgender and Gender Expansive Former Foster Youth of Color***
 - Coordinate Phase 2 of a 3-phase longitudinal research study of LGBTQ+ youth transitioning from foster care to emerging adulthood.
 - Phase 2 explores the perceptions and experiences of a small cohort of TGE youth of color during their transition from foster care.
 - Provide supervision and mentorship to team of undergraduate social work students assisting with data collection and analysis.
- 2018-2021 **Consultant, Children's Hospital of Wisconsin, *Public Adoption with LGBTQ Children, Youth & Families***

- Develop and present online trainings and case consultation to staff members working with sexual and gender minority children, youth and families experiencing public adoption.
- Present current research findings on LGBTQ+ youth transitioning from foster care to emerging adulthood.

2019 **Consultant, University of Wisconsin-Madison, School of Social Work, Supervision in Public Child Welfare**

- Provided consultation with graduate-level title IV-E students focused on inclusive hiring and management practices in publicly administered social work settings.

2019 **Consultant and Trainer, Brown County Department of Human Services, Green Bay, Wisconsin, Child Protection Diversity & Inclusion**

- Designed and delivered online training and provided case-based consultation for county-based staff and professionals re: inclusive policies and practices for working with sexual and gender minority youth in child protective services.

2015-2018 **Principal Investigator (dissertation), University of Wisconsin-Madison, School of Social Work,**

Under the Radar: Exploring Support for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ) Youth Transitioning from Foster Care to Emerging Adulthood

Dissertation Co-chairs: Lawrence Berger, PhD and Kristen Slack, PhD

- Funded by the National Association of Social Workers Foundation
- Using a community-based approach, conducted Phase 1 of a 3-phase longitudinal research study of LGBTQ+ youth transitioning from foster care to emerging adulthood.
- Explored service provisions for and the support networks of 21 sexual and gender minority youth via a series of in-depth qualitative interviews and construction of ecomaps.
- Authored and disseminated an issue brief to the Wisconsin Department of Children and Families highlighting findings and policy and practice recommendations.

2013-2018 **Research Assistant, University of Wisconsin—Madison, Institute for Research on Poverty,**

Supervised by Drs. Lawrence M. Berger and Kristen S. Slack

- Cooperatively funded by the Wisconsin Children's Trust Fund, the Wisconsin Department of Children and Families, and the Wisconsin Child Welfare Development and Training Center.
- Contributed to federal grant applications, protocol development, and the implementation and management of child welfare research grants.
- Assisted with survey development, data collection and analysis, literature review, stakeholder presentations, drafting and editing project evaluations and reports.
- Provide consultation and completed research activities re: youth development, child maltreatment prevention, and improving safety, permanence and wellbeing outcomes of children, youth and families.
- Assisted in developing and evaluating statewide child welfare worker training and curricula on topics re: permanency planning, trauma-informed care, mandated reporting, transitional living programs, and working with LGBTQ youth.

- Developed and delivered presentations and trainings to state, regional, and county-based human service professionals.

2017 **Child Welfare Quality Services Evaluator, State of Wisconsin, Department of Children and Families,**

- Funded by U.S. Department of Health & Human Services, Children’s Bureau.
- Collaborated with state and federal child and family service professionals to conduct statewide assessment of Wisconsin’s child welfare programs.
- Reviewed case records, conducted interviews, documented findings, and presented information on cases reviewed to evaluate state compliance with the requirements in titles IV-B and IV-E of the Social Security Act.
- Provided post-review consultation to state and federal staff, as needed.

2016 **Research Consultant, State of Wisconsin, Department of Children and Families and Department of Corrections,**

- Co-funded by the Wisconsin Departments of Children & Families and Corrections
- Conducted analysis of evidence-based programs for working with youth and young adult populations at-risk of or currently involved in the criminal justice system.
- Presented oral and written statewide recommendations to the Wisconsin Governor’s Future of Families Commission.

2013 **Project Assistant, University of Wisconsin—Madison, Institute for Research on Policy,**

Supervised by Katherine Magnuson, PhD

- Contacted and engaged potential study participants, debugged and provided feedback on recruitment materials, and maintained accurate records for a research study evaluating the Wisconsin Department of Children and Families child care rating program.

2012-2013 **Project Assistant, University of Wisconsin—Madison, Institute for Research on Policy,**

Supervised by Jennifer Noyes, PhD

- Assisted with child welfare data collection and analysis, literature review, project management and planning, and examination and review of juvenile court standards, policies, and practices.
- Prepared project reports for the Wisconsin Children’s Court Improvement Plan.

PUBLICATIONS

Peer Reviewed Journal Articles

2023 **Paul, J.** & Cruys, C. (revision in progress) “We should be treated like we are somebody”: Building supportive relationships with LGBTQ Foster Youth. *Family Relations*.

2023 Sulimani-Aidan, Y., Shilo, G. & **Paul, J.** (under review) Increasing resilience among LGBTQ youth: The protective role of natural mentors. *Children and Youth Services Review*.

- 2021 **Paul, J.** Commentary: Utilization of a modified ecomap as a practice approach for identifying and enhancing support networks for LGBTQ youth. *Journal of Clinical Pediatrics & Neonatology*, 1(3), 45-48. <https://doi.org/10.46439/pediatrics.1.012>
- 2020 **Paul, J.** Exploring support for LGBTQ youth transitioning from foster care to emerging adulthood. *Children and Youth Services Review*, 119, 105481. <https://doi.org/10.1016/j.chilyouth.2020.105481>
- 2019 **Paul, J.** & Monahan, E.K. Sexual minority status and child maltreatment: How do health outcomes among sexual minority young adults differ due to child maltreatment exposure? *Child Abuse & Neglect*, 96, 104099. <https://doi.org/10.1016/j.chiabu.2019.104099>
- 2016 **Paul, J.** Child protection in federalist countries: Cross-national recommendations for increasing effectiveness and re-establishing self-determination within indigenous communities. *Journal of Policy Practice*, 15(3), 188-211. <https://doi.org/10.1080/15588742.2015.1044685>

Peer Reviewed, Edited Book Chapters

- 2023 **Paul, J.** LGBTQ foster care leavers: Creating equitable and affirming systems of care. In Keller, S., Oterholm, I., Paulsen, V. & van Breda, A.D. (Eds.), *Living on the edge: Innovative research on leaving care and transitions to adulthood*. Bristol University Press.
- 2023 **Paul, J.**, Mountz, S., Dyette, J., & MacDonald A. LGBTQ youth in child welfare: An intersectional, multitheoretical approach. In Denby, R. W. & Ingram, C. (Eds.), *Child and family-serving systems: A compendium of policy & practice (Vol 2). Approaches to child and family protection: Core opportunities and challenges in child and family serving systems*. Child Welfare League of America Press.
- 2023 **Paul, J.**, López López, M., González Álvarez, R., ten Brummelaar, M. & Wieldraaijer Vincent, L. A Cross National Review of Policies and Practices Affecting LGBTQ+ Youth in Child Welfare. In Langarita, J.A. Santos, A.C., Montenegro, M., & Urek, M. (Eds.), *Child friendly perspectives on gender and sexual diversity: Beyond Adultcentrism*. Routledge.
- 2023 Mallon, G., **Paul, J.**, López López, M., Cossar, J., Paulsen, V., & González Álvarez, R. Social work practice with LGBTQ+ youth in child welfare systems: An international approach. In Denby, R.W. & Ingram, C. (Eds.), *Child and family-serving systems: A compendium of policy & practice (Vol 3). Approaches to Child & Family Protections, Core Opportunities and challenges in child and family serving systems. Evolution of protecting, strengthening, and sustaining children and families*. Child Welfare League of America Press.
- 2022 Mallon, G., **Paul, J.**, & López López, M. Protecting LGBTQ+ children and youth. In Korbin, J. & Krugman, R. (Eds.), *Handbook of child maltreatment (2nd Ed.)*. Springer Publishing. <https://www.springer.com/gp/book/9783030824785>
- 2018 Noyes, J., **Paul, J.** & Berger, L. Should We Be Intervening Solely (or Even Mostly) on the Basis of Incarceration? Broader Policy Prescriptions That Might More Directly Benefit Children of Incarcerated Parents. In C. Wildeman, A. Haskins & J. Poehlmann-Tynan (Eds.), *When parents are*

incarcerated: Interdisciplinary research and interventions to support children (pp. 173-194). American Psychological Association Press.

- 2017 Slack K. & **Paul, J.** Child Welfare Policy. In E. Dearing & E. Votruba-Drzul. (Eds.), *The Handbook of Early Childhood Development Programs, Practices, and Policies: Theory-based and Empirically-supported Strategies for Promoting Young Children's Growth in the United States* (pp. 403-423). John Wiley & Sons.

Manuscripts In Progress

Paul, J., Wang, M., Perez, D., Iocabucci, & Wang, R. *Using support network diagramming as a practice approach for working with LGBTQ+ youth: Ecomap pilot study*

López López M., ten Brummelaar, M., Mallon, G.P. & **Paul, J.C.** LGBTQIA+ youth leaving care: Exploring challenges and social support in three countries.

SELECTED MONOGRAPHS, PAPERS & REPORTS

- 2018 **Paul, J.** Under the Radar: Exploring Support for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ) Youth Transitioning from Foster Care to Emerging Adulthood (Doctoral dissertation). *ProQuest (10931481)*. Available at: <https://search-proquest-com.lib-proxy01.skidmore.edu/openview/67316294abee8e62f36f0c9a724bc32f/1>
- 2018 **Paul, J.**, Joi, D., Pierce, R., Street, K., Johnson, D.A., & Wilks, M. (August 31). *Support for LGBTQ Youth Transitioning from Foster Care to Emerging Adulthood: What Should Wisconsin's Child Welfare System Be Doing?* Issue brief prepared for the Wisconsin Department of Children & Families, Madison WI.
- 2018 **Paul, J.**, Berger, L., & Slack, K. (April 30). *Virtual Case Management and Coaching for Young Parents*. Analysis and recommendations prepared for the Wisconsin Child Welfare Professional Development System, Madison, WI.
- 2017 **Paul, J.**, Kahle, E., Berger, L., & Slack, K. (September 28). *Identifying and Screening for Disabilities in Child Protective Services Intake and Investigation*. Analysis of measurement tools prepared for the Wisconsin Child Welfare Professional Development System, Madison, WI.
- 2016 **Paul, J.**, Berger, L., & Slack, K. (December 20). *Child Welfare Services to Families with Substance Abuse*. Literature review and policy recommendations prepared for the Wisconsin Department of Children and Families Wisconsin Child Welfare Professional Development System, Madison, WI.
- 2015 Kim, B., **Paul, J.**, Berger, L., & Slack, K. (August 27). *Best Practices in Child Death Review Protocols*. Literature review, analysis, and recommendations prepared for the Wisconsin Department of Children and Families, Madison, WI.

- 2015 **Paul, J.**, Lonnie Berger, & Slack, K. (June 5). *Complex Child Welfare Cases*. Report prepared for the Bureau of Milwaukee Child Welfare, Wisconsin Department of Children and Families, Milwaukee, WI.
- 2015 **Paul, J.**, Lonnie Berger, & Slack, K., Noyes, J. (April 20). *TANF Recipients: Lifetime Eligibility Limit & Requirements*. Policy and program analysis prepared for the Wisconsin Department of Children and Families, Madison, WI.
- 2015 **Paul, J.**, Kahle, E., Berger, L., & Slack, K. (September 30). *Developmental Trauma and Minority Stress Among Sexual and Gender Minority Youth in Foster Care*. Literature review and recommendations prepared for the Wisconsin Child Welfare Professional Development System, Madison, WI.
- 2014 **Paul, J.** Berger, L., Slack, K. (May 1). *Congregate Versus Family-Based Foster Care*. Policy and program analysis prepared for the Wisconsin Department of Children and Families, Madison, WI.
- 2013 Slack, K., Font, S., **Paul, J.** & Kim, B. (July 23). *Brighter Futures Initiative Evaluation*. Report and recommendations prepared for the Wisconsin Department of Children and Families, Madison, WI.
- 2013 Noyes, J., **Paul, J.**, Cook, S., & Ross, D. (January 12). *Methodologies for Assessing Court Performance Outcomes*. Report and recommendations prepared for Wisconsin Director of State Courts Office, Children's Court Improvement Program, Madison WI.
- 2013 Noyes, J., Cook, S., **Paul, J.** & Ross, D. (April 26). *Strengthening Outcome Measures for Child Protection Cases: Decisions and Next Steps*. Measurement and evaluation plan prepared for the Wisconsin Director of State Courts Office, Children's Court Improvement Program, Madison WI.
- 2012 Noyes, J., Cook, S. & **Paul, J.** (September 11) *Possible Measures of Child Wellbeing: Summary of Research Findings*. Outcome analysis prepared for the Wisconsin Director of State Courts Office, Children's Court Improvement Program, Madison WI.
- 2009 **Paul, J.** & Telfer, H. (December 9) *The Benefits of Increasing Monthly Payments to Kinship Care Providers*. White paper to the Secretary of the Wisconsin Department of Children and Families, Madison, WI.
- 2008 **Paul, J.** & Lenske, C. (March 30) *Extending Foster Care Services to Youth to Age 21*. White paper to the Secretary of the Wisconsin Department of Children and Families, Madison, WI.
- 2008 Brom, J. & **Paul, J.** (February 28) *Graduated Foster Care Licensing—Levels of Care*. White paper to the Secretary of the Wisconsin Department of Children and Families. Madison, WI.

AWARDS & HONORS

- 2019 **Society for Social Work Research**
Outstanding Social Work Doctoral Dissertation Award
- 2017 **University of Wisconsin – Madison, School of Social Work**
Excellence in Teaching Award

- 2016 **University of Wisconsin – Madison, School of Social Work**
Sheldon D. Rose Memorial Scholarship
- 2015 **University of Wisconsin – Madison, School of Social Work**
Alfred Kadushin Dissertation Research Award
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GRANTS & FELLOWSHIPS

- 2023 **Skidmore College**, Mellon Grant, Faculty-Student Summer Research Program, Financial award (\$6,000).
- 2022 **Skidmore College**, Sabbatical Enhancement Grant. Financial award (\$8,392).
- 2022 **Skidmore College**, Doris E. Morgan Endowed Memorial Fund Faculty Development Grant. Financial award (\$1,800).
- 2022 **Skidmore College**, Faculty-Student Summer Research Program Grant
Financial award (\$5,260).
- 2021 **Arthur Vining Davis Foundation**, Periclean Faculty Fellowship Grant. Financial award (\$4,000).
- 2021 **Skidmore College**, Faculty-Student Summer Research Program Grant
Financial award (\$5,260).
- 2021 **John B. Moore Documentary Studies Collaborative**, Skidmore College, Storytellers Summer Forum Grant. Financial award (\$500).
- 2020 **Skidmore College**, Faculty-Student Summer Research Program Grant
Financial award (\$4,660).
- 2019 **Skidmore College**, Faculty-Student Summer Research Program Grant
Financial award (\$900).
- 2018 **Skidmore College**, Doris E. Morgan Endowed Memorial Fund Faculty Development Grant.
Financial award (\$1,800).
- 2013-2018 **Institute for Research on Poverty, University of Wisconsin**
Graduate Research Fellowship. Financial award (\$2,400 total).
- 2017 **National Association of Social Workers Foundation (NASW)**
Eileen Blackey Doctoral Research Fellowship. Financial award (\$6,500).
- 2015 **Fenway Institute, Center for Population Research in LGBT Health**
Fenway Summer Institute in LGBT Population Health Fellowship.
Financial award (\$9,000, in-kind).

PROFESSIONAL GRANTS & AWARDS

- 2012 **USDA Child Nutrition Direct Certification Implementation Grant**, *Wisconsin Department of Public Instruction*
- Applied for and received grant funds used to develop and implement an automated enrollment process for low-income students in the National School Lunch and School Breakfast Programs. (Award total: \$772,475).
- 2012 **Discretionary Compensation Award**, *Wisconsin Department of Public Instruction*
- Nominated by the State Superintendent, Wisconsin Department of Public Instruction for demonstrated excellence in service and commitment to public education. (Award total: \$4,700).
- 2011 **USDA Child Nutrition Direct Certification Planning Grant**, *Wisconsin Department of Public Instruction*.
- Applied for and received grant funds used to develop a statewide collaborative plan for increasing the enrollment of low-income students in the National School Lunch and School Breakfast Programs. (Award total: \$107,014).
- 2009 **Wisconsin State Government Supervisor Award**, *Wisconsin Department of Administration Leadership Academy*
- Nominated by the Secretary of the Wisconsin Department of Children and Families
- 2005 **Discretionary Compensation Award**, *Wisconsin Department of Children and Families*
- Nominated by the Secretary of the Wisconsin Department of Children and Families for demonstrated excellence in service and commitment to public child welfare. (Award total: \$3,000).

PRESENTATIONS

Peer-Reviewed

- 2023 **Paul, J.** (July 16). *Facing ethical challenges of conducting research with LGBTQIA+ youth*. Glasgow, Sexuality and Social Work Conference. Symposium.
- 2021 **Paul, J.** (January 22). *Experiences and perceptions of support among transgender and nonbinary youth of color*. Society for Social Work Research Annual Conference. Online.
- 2021 **Paul, J.** (September 2). *Experiences and perspectives of support, health and wellbeing among transgender and nonbinary former foster youth of color*. European Scientific Association on Residential & Family Care (EUSARF) XVII International Conference. Online.
- 2021 **Paul, J.** (June 3). LGBTQ Research Symposium. *Exploring support for LGBTQ youth transitioning from foster care to emerging adulthood*. Center for LGBTQ+ Research and Advocacy, University of Kansas. Online.

- 2020 **Paul, J.** (September 3). *Voices of LGBTQIA+ youth in care*. LGBTQ Youth in Residential Care Symposium. Perspective of the Child, European Scientific Association on Residential & Family Care (EUSARF) XVI International Conference. Zurich, Switzerland. (Conference canceled due to COVID-19).
- 2019 **Paul, J.** (January 17). *Under the radar: Exploring support for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) youth transitioning from foster care to emerging adulthood* (poster session). Society for Social Work Research Annual Conference. New Orleans, LA.
- 2019 **Paul, J.** & Kahle-Monahan, E. (January 18). *How do health outcomes among sexual minority young adults differ due to child maltreatment exposure?* Society for Social Work Research Annual Conference. New Orleans, LA.
- 2018 **Paul, J.** (October 5). *Under the radar: Exploring support for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) youth transitioning from foster care to emerging adulthood*. LGBTQ Youth in Residential Care Symposium. All Children, All Families. Promoting Excellence in Child Welfare Research, Policy and Practice, European Scientific Association on Residential & Family Care (EUSARF) XV International Conference. Porto, Portugal.
- 2017 **Paul, J.,** & Larson, A. (January 14). *Social exclusion and mental health experiences among transgender adolescents: Results from a representative sample*. Society for Social Work Research Annual Conference. New Orleans, LA.
- 2017 **Paul J.,** & Kahle-Monahan, E. (January 11). *Child maltreatment and protective service involvement among sexual minority youth: An exploration of prevalence and risk factors: Results from a representative sample*. Society for Social Work Research Annual Conference. New Orleans, LA.
- 2016 **Paul, J.,** Larson, A. & Gattis, M. (May 20). *Social exclusion and mental health experiences among transgender adolescents: Results from a representative sample*. LGBTQ Research Symposium. University of Illinois, Urbana-Champaign, IL.
- 2016 **Paul, J.** (November 12). *Variations in school-based victimization and associations with psychological wellbeing across transgender subgroups*. American Association for Public Policy Analysis and Management (APPAM). Miami, FL.
- 2015 **Paul, J.** & Courtney, C. (April 13). *The Role of Financial Stability in Child Maltreatment Prevention: Community Response and Project Gain*. Together for Children Conference, Lake Geneva, WI.
- 2013 **Paul, J.** (November 9). *Child protection in federalist countries: Cross-national recommendations for increasing effectiveness and re-establishing self-determination within indigenous communities*. Policy Conference 2.0. Austin, TX.

Invited

- 2023 **Paul, J.** (Keynote speaker, September 13, 2023). *Embracing identities, Empowering Lives: Enhancing the Support Networks of LGBTQ+ Youth in Child Welfare*. European Scientific Association on

Residential & Family Care (EUSARF) XVIII International Conference, Equity and Social Justice in Child, Youth, & Family Welfare. Brighton, England.

- 2022 **Paul, J.** (December 8). *Increasing Support for LGBTQ+ Youth: Research Study and Overview*. Using Evidence to Promote Excellence in Child Welfare Series. Practice and Research Together (PART), Ontario, Canada.
- 2022 **Paul, J.** (July 15). *The Support Systems Ecomap for Working with LGBTQ+ Youth*. Gender Spectrum. Gender Spectrum: Professionals' Symposium.
- 2021 **Paul, J.** (November 5). *Experiences and Perceptions of Support, Health and Wellbeing among Transgender and Nonbinary Former Foster Youth of Color*. Children and Families First: Engaging the Voices of Children & Families in Child Welfare Research and Service Provision, Practice and Research Together (PART), Ontario, Canada.
- 2021 **Paul, J.** (August 24). *Ethics and Legal Challenges*. Using Evidence to Promote Excellence in Child Welfare Series. National Institutes of Health, Scientific Workshop on Violence and Related Health Outcomes in Sexual and Gender Minority Communities, Washington, DC.
- 2021 **Paul, J.** (May 25). *Providing Support for LGBTQ Youth in Child Welfare*. Using Evidence to Promote Excellence in Child Welfare Series. Practice and Research Together (PART), Ontario, Canada.
- 2021 **Paul, J.** (May 6). *Family of Origin Abuse Across the Lifespan: Child Maltreatment - Physical, Psychological & Neglect*. National Institutes of Health, Scientific Workshop on Violence and Related Health Outcomes in Sexual and Gender Minority Communities, Washington, DC.

Selected Professional Trainings, Workshops & Presentations

- 2022 **Paul, J.**, Wang Minhuang, Fletcher, S., & Hubbs, M. (May 26). *Social Responsibility and Participatory Citizenship in Higher Education: A Periclean Faculty Leadership Program Panel Presentation*. Engage for Change Conference. Seina College, Latham, NY.
- 2021 **Paul, J.** & Mountz S. (May 19). *Introduction to Practice Skills for Working with LGBTQ Youth in Child Welfare*. Title IV-E Training. University of Wisconsin—Madison, School of Social Work, Child Welfare Training Program.
- 2021 **Paul, J.** & Mountz S. (March 6). *Practice Skills for Working with LGBTQ Youth*. Continuing Education Workshop. Association for Mental Health & Wellness. Suffolk County, NY.
- 2021 **Paul, J.** & Mountz S. (February 12). *Advanced Practice Skills for Working with LGBTQ Youth in Foster Care*. Continuing Education Workshop. National Association of Social Workers, New York State Chapter.
- 2021 **Paul, J.** & Mountz S. (February 5). *Introduction to Practice Skills for Working with LGBTQ Youth in Foster Care*. Continuing Education Workshop. National Association of Social Workers, New York State Chapter.

- 2020 **Paul, J.** & Mountz S. (March 12). *Introduction to Practice Skills for Working with LGBTQ+ Youth in Foster Care*. Continuing Education Workshop, National Association of Social Workers, New York State Chapter.
- 2019 **Paul, J.** & Mountz S. (December 6). *Practice Skills for Working with LGBTQ+ Youth in Foster Care*. Continuing Education Workshop, School of Social Work, State University of New York (SUNY), Albany, NY.
- 2019 **Paul, J.** (March 22). *Child Protection Diversity & Inclusion: Race, Class, Sexual Orientation & Gender Identity*. Brown County Department of Human Services, Green Bay, WI.
- 2017 **Paul J.** (December 14). *Best Practices for Working with Sexual and Gender Minority Youth in Child Welfare and Juvenile Justice Settings*. Dodge County Department of Human Services, Juneau, WI.
- 2017 **Paul J.** (February 18). *Wisconsin's Mandatory Reporting Laws*. University of Wisconsin-Madison Survey Center, Madison, WI.
- 2017 **Paul, J.** (March 28). *The Effects of Poverty on Health and Education*. Milwaukee Metropolitan School District, Milwaukee, WI.
- 2016 Berger, L. & **Paul, J.** (May 21). *Minimizing the Collateral Damage: Interventions to Diminish the Consequences of Mass Incarceration for Children*. Cornell University, Fifth Annual Bronfenbrenner Series on the Ecology of Human Development. Ithaca, NY.
- 2015 **Paul, J.** (August 18). *Age at First Onset for a Major Depressive Episode Among Sexual Minority Asian and Latinx Americans*. The Fenway Institute, Center for Population Research in LGBT Health, Boston, MA.
- 2012 **Paul, J.** (June 21). *New Federal Regulations for Child Nutrition: What Does It Mean for Schools?* Keynote address at Annual Statewide School Nutrition Conference, Wisconsin Department of Public Instruction, Green Bay, WI.
- 2011 **Paul, J.** (July 25). *Implementing the USDA's 2012 Child Nutrition Standards & Meal Pattern Requirements*. Keynote address at Annual Statewide School Nutrition Conference, Wisconsin Department of Public Instruction, Racine, WI.
- 2010 **Paul, J.** (June 21). *Decreasing Food Insecurity: Increasing School Breakfast Participation*. Keynote address at Annual Statewide School Nutrition Conference, Wisconsin Department of Public Instruction, Sheboygan, WI.
- 2009 **Paul, J.** (March 7). *Foster Children and Special Education*. Presentation on Individualized Education Plan (IEPs) for children in foster care. Wisconsin Department of Public Instruction, Wisconsin State Superintendent's Council for Special Education, Madison, WI.
- 2009 **Paul, J.** & Telfer, H. (October 7). *Understanding Chapter 56—Wisconsin's Kinship Care Administrative Code*. Wisconsin Public Child Welfare Conference, Wisconsin Dells, WI.
- 2008 Lenske, C. & **Paul, J.** (April 11). *Establishing Savings Accounts for Youth Aging Out of Foster Care*. Wisconsin Foster and Adoptive Parent Association Conference, Steven's Point, WI.

- 2006 **Paul, J.** (November 21). *Safe and Supportive Care for Youth in Foster Care*. Children Come First Conference, Wisconsin Dells, WI.
- 2006 **Paul, J.** (September 19). *Foster Youth Bill of Rights*. Roundtable discussion at the Wisconsin Public Child Welfare Conference, Lake Geneva, WI.
- 2005 **Paul, J.** (March 19). *Helping Foster Youth Plan for Post-Secondary Education*. Panel discussion at the Wisconsin Foster & Adoptive Parent Association Conference, Milwaukee, WI.
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PROFESSIONAL WORK EXPERIENCE

- 2014-2018 **LGBTQ Youth Program Coordinator, *Queer and Allied (Q&A) Teens, Madison, WI***
- Planned and facilitated safe space events, youth development, fundraising activities, and supportive programming for LGBTQ youth, aged 14-19, living in South Central Wisconsin.
 - Provided case management, crisis intervention, resource referral, advocacy, and individual or group counseling services for LGBTQ youth and their families.
 - Developed and conducted trainings re: best practices for working with LGBTQ youth.
 - Engaged in outreach, advocacy, and collaborative efforts to promote programs and services for LGBTQ youth.
- 2009 – 2012 **Bureau Director, *School Nutrition, State of Wisconsin, Department of Public Instruction, Madison, WI***
- Provided overall direction, strategic vision, and leadership for all of Wisconsin's federal and state funded school nutrition programs, including the National School Lunch and School Breakfast Programs.
 - Managed annual budgets totaling over \$369 million dollars, and prepared and reviewed federal grants.
 - Supervised 45 staff responsible for developing and implementing program plans and managing statewide administrative data; evaluative reports; and legislative, policy and budgetary responses to issues related to food insecurity and nutrition for children all public and private school districts.
 - Applied for and received approximately one million dollars in federal grant awards to improve access to child nutrition programs for categorically eligible foster children.
- 2003-2009 **Child Welfare Supervisor, *Out of Home Care and Community Services, State of Wisconsin, Department of Children and Families, Madison, WI***
- Provided supervision and management of statewide child welfare services, policies, and funding for foster care, kinship care, independent living (youth aging out of foster care) and runaway and homeless youth programs.
 - Managed the administration and implementation of the federal Indian Child Welfare Act, the Interstate Compact for the Placement of Children, and the Title IV-E (foster care services) and Title IV-B (child welfare services) programs.
 - Prepared and managed federal child welfare grants; monitored and reviewed applications for state-supported grant funding.

- Supervised 27 staff (e.g., policy and budget analysts, grant managers, program specialists) responsible for providing consultation, training and technical assistance to counties, tribes, and community agencies re: out of home care programming and other related services for children, youth, and families pre/post entry into the child welfare system.

2001-2003 **Program Director, Briarpatch Youth Services, Madison, WI**

- Managed multiple agency programs including street outreach, at-risk youth groups, family counseling, transitional living, crisis hotline and emergency services for tri-county youth crisis and runaway agency.
- Responsible for grant management; budget planning; and program development, implementation, monitoring, evaluation, and reporting.
- Hired, supervised and evaluated program staff and social work/counseling psychology graduate students.
- Monitored, evaluated, and implemented on-going personnel, program and agency policies.
- Represented agency in public relations via community outreach, presentations, collaboration, and local/state policy consortia.
- Supervised all foster care licensing activities, including instruction and curriculum development for foster parent training.

1998-2001 **School Social Worker, Verona Area School District, Verona, WI**

- Provided case management, crisis intervention, resource referral, advocacy, and individual or group counseling services for elementary, middle and high school students and their families.
- Delivered district-wide trainings (topics: child abuse and neglect reporting, identifying signs of child abuse and neglect, effective strategies for increasing safety and providing support for LGBTQ youth in school settings, accessing community resources and referrals, youth suicide prevention, case planning and collaboration for at-risk youth, and educational outcomes for youth in out of home care) and offered consultation to school district staff.
- Developed trainings and discussion groups for at-risk middle and high school students on financial literacy, building and maintaining healthy relationships, addressing bias and discrimination, communicating effectively, and resolving conflicts.

1997-1998 **Child Protective Services Caseworker, Sauk County Department of Human Services, Baraboo, WI**

- Provided on-going case management, supervised visitation, and coordinated support services for children, youth, and families involved in the child protective services system.
- Monitored and assessed home and environmental conditions for child safety.
- Prepared court reports and testified as an expert witness in child protection and Termination of Parental Rights (TPR) proceedings.
- Investigated new child abuse and neglect reports.

SERVICE ACTIVITIES

Academic Service

Skidmore College

- 2023 **Tenure Track Search Committee**, Social Work Department Faculty Member
- 2023 **Summer Advising**, Class of 2027, Faculty Advisor
- 2023 **Center for Inclusive Teaching and Learning** (September 22-December 8), *Tell Me Who You Are Reflections on Race, Culture, and Identity Learning Community*, Codeveloper and Cofacilitator
- 2023 **Counseling Center**, (February 22, 27), Workshop, *Practice for Skills Working with LGBTQ+ Students*, Developer and Trainer
- 2023 **Department of Health Promotion**, (September 22, 27; October 3, 10), Workshop, *Practice for Skills Working with LGBTQ+ Students*, Developer and Trainer
- 2023 **Council for Social Work Education Reaccreditation**, Social Work Department Committee Member
- 2022-present **Trans Abolitionists Mutual Aid Collective**, Student Club, Faculty Advisor
- 2022 **Scholarly and Creative Endeavors**, (June -July) Session Leader
- 2022 **Tang Mellon Faculty Seminar**, (March 24), Faculty Discussant
- 2022 **Periclean Faculty Conversation**, (February 28), Presenter
- 2021 **MDOCS Co-creation Initiative**, Faculty Partner
- 2020-2022 **Subcommittee on Responsible Citizenship**, Committee Member
- 2019 **Tang Teaching Museum**, Andrew W. Mellon Grant, Access and Inclusion, Accelerator Series Scholar

University of Wisconsin-Madison

- 2016-2018 **Diversity and Inclusion Committee**, School of Social Work, University of Wisconsin, Madison, WI.
- 2016-2018 **Field Education Committee**, School of Social Work, University of Wisconsin, Madison, WI
- 2012-2013 **MSW Admissions Committee**, School of Social Work, University of Wisconsin, Madison, WI.

Professional Service

- 2022-2023 **Children's Aid Society; Departments of Children and Family Services**, *Intersectional Practice with 2SLGBTQ+ Youth in Child Welfare Training Workshops*, Presenter and Consultant, Ontario, CA; New York State, Capital District Region, US
- 2022 **National Association of Social Workers-NYS Career Panel**, Presenter, Albany, NY.
- 2022 **Gender Spectrum Professionals' Symposium**, *Support systems ecomap for working with LGBTQ+ Youth*, Workshop Presenter, Los Angeles, CA
- 2021 **National Institutes of Health, Office of Sexual and Gender Minority Research**, *Multiphase Scientific Workshop on Violence and Related Health Outcomes in Sexual and Gender Minority (SGM) Communities*, Presenter and Workgroup Member, Washington, DC.
- 2020 **Kids Matter Inc.**, *Child Welfare Policy and Practice with LGBTQ Youth*. Media Interview, Milwaukee, WI.
- 2019 **New York Citizen Review Panel**, Child Welfare Workforce Roundtable Participant, Albany, NY.

- 2017 **County Child Welfare Quality Services Reviewer**, Wisconsin Department of Children and Families, Madison, WI; US Department of Human Services, Children's Bureau, Washington, DC.
- 2005-2009 **Wisconsin State Superintendent's Council on Special Education**, Council Member, Wisconsin Department of Public Instruction, Madison, WI.

Peer Review Activity

- 2023 **Reviewer**, Journal of Homosexuality
- 2022 **Reviewer**, Child Abuse and Neglect
- 2021 **Reviewer**, Oxford University Press
- 2021 **Book Endorsement**, Kingsley Review
- 2020 **Reviewer**, Child Abuse and Neglect
- 2019 **Reviewer**, Children and Youth Services Review
- 2017 **Reviewer**, Social Science Research
- 2016 **Reviewer**, Child and Adolescent Social Work Journal

Community Service

- 2018-2020 **Online Crisis Counselor**. The Trevor Project. New York, NY.
- 2003-2005 **Board Member**, Gay, Lesbian, Straight Education Network (GLSEN), Madison, WI.

PROFESSIONAL AFFILIATIONS

- National Association of Social Workers-New York State Chapter
- Society for Social Work Research
- Child Welfare League of America