

Outline of Faculty Data

2025

Scott Coble

Lecturer
Social Work

GENERAL INFORMATION

Degrees

2024, Master of Social Work, Social Work, Middle Tennessee State Univ.

2022, Bachelor of Science, Integrated Studies, Middle Tennessee State Univ.
Cum laude

2021, Associate of Science, Non TN Transfer Pathway, Columbia State Community College.

Professional Positions

February 2025 - Present, Clinical, Clinical Practitioner, As You Are Therapy, Murfreesboro, TN, United States of America.

As a Clinical Practitioner with As You Are Therapy, I maintain a caseload of 12 clients, providing individual therapy rooted in authenticity, empowerment, and lived experience. My approach emphasizes identifying and breaking maladaptive patterns that prevent personal growth, guiding clients toward a more fulfilling and self-directed life. Drawing from over twenty years of leadership in the business world and my lived experience as a Certified Peer Recovery Specialist, I integrate trauma-informed, client-centered strategies to support individuals navigating emotional challenges, relational disruptions, and internalized self-doubt. My therapeutic style is grounded in the belief that healing occurs when clients are given the space, tools, and support to discover their own resilience and direction. In addition to my clinical work, I bring a pedagogical lens to practice, informed by my concurrent role as a faculty member at Middle Tennessee State University, where I teach with a focus on empowerment, engagement, and transformative learning.

January 2025 - May 2025, Academic - Post-Secondary, Lecturer, Middle Tennessee State University, Department of Social Work, Murfreesboro, TN, United States of America.

As a Lecturer in the Department of Social Work at Middle Tennessee State University, I am responsible for designing and delivering undergraduate coursework that reflects the core values and competencies of the social work profession. My teaching emphasizes integrative learning, critical thinking, and inclusive classroom practices that engage students in the application of social work theory, ethics, and policy to real-world contexts. In addition to classroom instruction, I contribute to curriculum development, student mentorship, and departmental initiatives that support academic success, professional readiness, and a commitment to social justice.

June 2024 - April 2025, Business/Private, Research and Curriculum Specialist, people3, Nashville, TN, United States of America.

Collaborate with People3 to enhance organizational culture across diverse industries. My work centers on creating practical tools to help organizations implement inclusive practices, with a focus on the intersectionality of social identities—such as race, gender, and socioeconomic status—and their influence on individual experiences. Additionally, I contributed to the review of a workplace training program on generational diversity. I co-facilitated two sessions, providing case studies for participants to analyze real-world scenarios and integrate new perspectives into their business practices.

August 2024 - December 2024, Academic - Post-Secondary, Adjunct Faculty, Middle Tennessee State University, Social Work, Murfreesboro, TN, United States of America.

As an Adjunct Professor in the Department of Social Work at Middle Tennessee State University, I taught *Introduction to Social Work (on-ground)* and *Social Policy (an in-person and on-ground section)*. In these courses, I developed and delivered content that emphasized the historical, ethical, and practical foundations of the profession, as well as the role of social policy in shaping service delivery and social justice outcomes. I created an engaging and inclusive classroom environment, supported student learning through critical discussion and applied assignments, and encouraged connections between course material and real-world practice.

June 2024 - August 2024, Business/Private, Research Analyst, Stickle Consulting, Murfreesboro, TN, United States of America.
Contracted by Stickle Consulting, LLC, to conduct qualitative research on successful educational and vocational programs within prisons. The project involved coordinating and conducting interviews with key stakeholders to gather insights for developing similar programs nationwide. The initiative focused on evaluating the success and challenges of educational opportunities for individuals who are incarcerated, to enhance post-release outcomes, and reduce recidivism. Additionally, co-authored a Policy Report Article to summarize the findings and advocate for community coalition-building to support the reintegration of formerly incarcerated individuals through education.

Awards and Honors

Best Poster Presentation Award - Empirical Social Work Academic Research Poster Presentation, Middle Tennessee State University. (April 2024).

Licensures and Certifications

Licensed Master Social Worker (LMSW), Tennessee Board of Social Worker Licensure. (December 23, 2024 - September 30, 2026).
[LMSW Licensure Certificate-1.pdf](#)
The Licensed Master Social Worker (LMSW) credential in Tennessee is issued by the Tennessee Board of Social Worker Licensure. Individuals holding this license are authorized to apply social work knowledge, values, and skills to support and enhance the social functioning and well-being of individuals, families, groups, and communities. LMSWs may engage in case management, advocacy, policy practice, assessment, and other core functions of social work practice under the supervision of a Licensed Clinical Social Worker (LCSW). While they are not permitted to practice independently, diagnose mental health conditions, or provide psychotherapy, LMSWs play a vital role in interdisciplinary settings and serve as a foundational part of the clinical licensure pathway. This license ensures that practitioners meet the educational and ethical standards required to serve effectively in agency or organizational environments.

Faculty Development Activities

Tutorial, "New Faculty Learning (NFL)" lecture series focused on Backward Design," MTSU - LT/ITC, Murfreesboro, TN, United States of America. (November 21, 2024).
[New Faculty Learning-1.pdf](#)
Nov. 2024 - Learning, Teaching, and Innovative Technologies Center: Participated in the "New Faculty Learning (NFL)" lecture series focused on Backward Design. Collaborated with the center's team to enhance and develop engaging online course offerings.
Teaching

TEACHING/MENTORING

Scheduled Teaching

Fall 2024					Fall 2024
SW	Course Number	Title	Section	Credit Hours	Instructor

2570	Introduction to Social Work 80064.202480(EXL)IntroductiontoSocialWork-SW-2570-002_ScottCoble-1.pdf	002	3	20	Coble, Scott C.
3000	Social Policy 83634.202480SocialPolicy-SW-3000-B01_ScottCoble-1.pdf	B01	3	16	Coble, Scott C.
3000	Social Policy 87088.202480SocialPolicy-SW-3000-D02_ScottCoble-1.pdf	D02	3	16	Coble, Scott C.

Spring 2025

SW				Spring 2025	
Course Number	Title	Section	Credit Hours	Enrollment	Instructor
2570	Introduction to Social Work	002	3	18	Coble, Scott C.
3000	Social Policy	001	3	12	Coble, Scott C.
3000	Social Policy	D01	3	12	Coble, Scott C.
3000	Social Policy	D02	3	10	Coble, Scott C.
4690	Integrative Seminar in SW	B03	3	11	Coble, Scott C.

Teaching Innovation and Curriculum Development

Discussion Board Posts Replies - Redesign. Introduction to Social Work and Social Policy (on-ground courses). August 2024 - May 2025.

[Discussion Board Instructions rev 1-26-2025-1.pdf](#)

[Discussion Board Posts Team Panel Discussions-1.docx](#)

[DB Rubric-2.pdf](#)

I revised the discussion board format to better engage students by replacing traditional written "two replies to your peers' posts" with team-based panel discussions for on-ground classes and video messaging for online courses. These changes were designed to foster collaboration, enhance communication skills, and create a more interactive learning environment. The panel discussions encouraged in-class dialogue and peer exchange, while the video responses in online sections added a personal, reflective dimension to asynchronous learning.

Revise Existing Course. Introduction to Social Work. September 2024.

[SW 2570 - Coble Scott-1.pdf](#)

[SW 2570 MT Engage Certification -1.pdf](#)

I redesigned the *Introduction to Social Work* course to meet the criteria for MT Engage, MTSU's initiative promoting integrative and reflective learning. This involved incorporating high-impact practices such as experiential assignments, critical reflection activities, and the use of ePortfolio submissions to deepen student engagement. The course now emphasizes active learning strategies that connect academic content to personal, professional, and civic development, aligning with MT Engage's goals of fostering student success and meaningful learning outcomes.

Academic Advising

2024-2025 Undergraduates Advised: 15

Graduate Students Advised: 0

Guiding Students Through the BSW Program: Assist students in navigating the requirements for obtaining a Bachelor of Social Work (BSW) degree.

Addressing Academic Challenges: Work collaboratively with students to identify and address any academic problems that may arise, providing support and resources to enhance their success.

Serving as a Liaison: Act as the primary link between students and the university faculty and administration, facilitating communication and ensuring students are informed about departmental and institutional policies.

Mentorship

Caleb Smith (Undergraduate). February 28, 2025 - April 25, 2025.

[Caleb Smith - MTSU-1003 BSW Final Evaluation-1.pdf](#)

Field (Agency) Supervisor - Department representative

As the Field Agency Supervisor (Department representative) for Caleb Smith, a BSW senior completing his practicum requirement, I met with him weekly to review and reflect on his field experiences, including his perceptions, interactions, challenges, and successes. I assisted him in developing his learning contract and completed both the midterm and final evaluations of his progress. Our sessions often centered on preparing him for his future role as a professional social worker, exploring the responsibilities of the field, and fostering enthusiasm for his capacity to serve as a change agent. We also engaged in meaningful discussions related to diversity, strategies for navigating complex situations, and identifying how his personal strengths can be leveraged to leave a lasting impact and build a purposeful career in social work. (Approximately 10 hours for the semester)

Various MSW Students (Graduate Student). March 19, 2025 - April 16, 2025.

[Empirical Poster Outline - ideas-1.docx](#)

On March 19, 2025, I delivered a formal presentation to the full MSW graduating cohort on constructing their final capstone assignment—an academic poster highlighting a specific theory and intervention—along with strategies for delivering a 10-15 minute oral presentation during the MSW Final Project Poster Presentation. I also met with several students within the last two weeks of their presentation to review their posters, provide feedback, and give direction on their speeches. (Approximately 10 hours/semester)

Various MSW Candidates (Graduate Student). January 30, 2025 - April 16, 2025.

[Suggestions for Incoming Candidates to the MSW Program at MTSU \(1\)-1.docx](#)

As a faculty member and MSW program alum, I served as a resource and mentor to current MSW students by offering guidance on how to successfully navigate the MTSU Master of Social Work program, particularly during their final semester. I developed and distributed an overview document outlining key strategies, program insights, and time-management tips tailored to the demands of the graduate experience. Throughout the semester, students scheduled individual appointments to discuss course projects, professional preparation, and how to balance the extensive requirements of their final term. (Approximately 15 hours of student engagement and support per semester.)

Peer Review of Teaching

2024-2025

[AP - Peer Evaluation-1.pdf](#)

Student Teaching Evaluations

2024-2025

[IntroductiontoSocialWork-SW-2570-002 \(F24\) \(1\)-1.pdf](#)

[SocialPolicy-SW-3000-B01 \(F24\)-1.pdf](#)

[SocialPolicy-SW-3000-D02 \(F24\)-1.pdf](#)

SCHOLARSHIP/RESEARCH/CREATIVE ACTIVITY
--

Publications

Peer Reviewed/Refereed

Published

Journal Article

Coble, S. C. (2024). LGBTQ rights policy analysis. *Scientia et Humanitas: A Journal of Student Research*, 14(1), 94-106. <https://libjournals.mtsu.edu/index.php/scientia/article/view/2491>
<https://libjournals.mtsu.edu/index.php/scientia/article/view/2491>

Non-Peer Reviewed/Refereed

Published

Technical Report

Stickle, B. F., **Coble, S. C.**, Sprick Schuster, S. D. (2025). Futures reclaimed: The power of education in prisons. No. Midland, MI: Mackinac Center for Public Policy.
<https://www.mackinac.org/s2024-13>
<https://www.mackinac.org/s2024-13>
[Futures Reclaimed - Mackinac Institute-1.pdf](#)

Presentations

Non-Peer Reviewed/Refereed

Lecture

Coble, S. C., East Tennessee State University Equity and Inclusion Conference, "Inclusive substance use disorder recovery: Advancing equity for LGBTQ individuals," East Tennessee State University, East Tennessee State University, Johnson City, TN, United States of America. (September 26, 2024).
[!! - Inclusive SUD LGBTQ - ETSU Conference 9-26-24-1.pdf](#)
[Congratulations! Your Proposal Accepted for ETSU Equity and Inclusion Conference-1.pdf](#)

Poster

Story, C. R., Dotson, C. L., Coble, S. C., American Public Health Association [APHA] 2024 Annual Meeting & Expo, "Building community trust and capacity for mental health through culturally appropriate assessment," APHA, Minneapolis Convention Center, Minneapolis, MN, United States of America. (October 27, 2024).
[APHA Poster - Final-1.pptx](#)
[IMG_3998-1.jpeg](#)

Contracts, Fellowships, Grants and Sponsored Research

Currently Under Review

Dotson, C. L. (Principal), Coble, S. C. (Supporting), Bell, A. G. (Supporting), ""Empowering Social Work Students: A Study on the P.O.W.E.R. (Preparing, OvercominWinning, Excelling, and Rising) Mentorship Model for Academic and Career Success," Sponsored by Spencer Foundation, Federal, \$50,000.00. (January 2026 - December 2027).
Teaching

[POWER Grant - Submittal Letter from Spencer Foundation-1.pdf](#)

SERVICE

University Service

Department

Member, Department Curriculum Committee (DCC). (February 18, 2025 - Present).

[DCC email for first meeting-1.pdf](#)

Starting in the Spring 2025 semester, I have joined the Department Curriculum Committee (DCC) for the Department of Social Work at Middle Tennessee State University. The DCC is responsible for maintaining a curriculum that aligns with the Council on Social Work Education's accreditation standards.

Student Outreach and Engagement, MTSU Departments of Psychology and Social Work. (April 9, 2025).

[Psy Houston Thank You Follow Up-1.pdf](#)

On April 9, 2025, I was invited by Dr. James Houston to speak to approximately 25 students in his Psychology Careers Seminar course, a class designed to expose undergraduate psychology majors to a variety of professional pathways. Dr. Houston, who teaches the seminar each semester, had reached out to the Department of Social Work seeking a guest speaker to discuss careers in social work, with particular emphasis on graduate training and opportunities aligned with the Master of Social Work (MSW) degree. I was honored to represent the department and provide an overview of the MSW program at MTSU, including its curriculum structure, field education, and the diverse career trajectories available to social work professionals. I highlighted the strong alignment between psychology and social work, encouraging students to consider the MSW as a natural and impactful continuation of their academic journey. The session was both engaging and informative, offering students a deeper understanding of how their current studies could translate into a career centered on advocacy, mental health, and community service.

Presenter, Student Outreach and Recruitment. (February 13, 2025).

[Eagleville Middle and High School Department Recruiting-1.pdf](#)

On February 13th, I had the privilege of participating in MTSU's On-Campus Student Recruitment Day, where we welcomed approximately 50 students from Eagleville Middle and High School. I collaborated with MSW intern Elle Lee to develop and lead an engaging session that introduced students to the social work profession. Together, we created interactive discussion topics and hands-on activities that highlighted the core values of social work, the diversity of career paths within the field, and the impact social workers have in various settings. Our goal was to inform students about the BSW and MSW programs at MTSU and inspire them to consider social work as a meaningful academic pursuit and future career. It was an energizing experience to engage directly with potential future social work students and help plant the seed of interest in a profession dedicated to service and advocacy.

Professional Memberships

Council on Social Work Education, CSWE, National, (September 2024 - Present).

Founded in 1952, the Council on Social Work Education (CSWE) is the national association representing social work education in the United States. Its members include more than 900 accredited baccalaureate and master's degree social work programs and their affiliated social work educators, students, and staff,

as well as practitioners and agencies dedicated to advancing quality social work education. Through its many initiatives, activities, and centers, CSWE supports quality social work education and provides opportunities for leadership and professional development so that social workers are empowered to play a central role in achieving the profession's goals of social and economic justice. CSWE's Board of Accreditation is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in the United States and its territories.

National Association of Black Social Workers, NABSW, National, (September 2023 - Present).

The National Association of Black Social Workers (NABSW) is a professional organization dedicated to the empowerment, advocacy, and advancement of Black social workers and the Black community. Founded in 1968, NABSW promotes culturally responsive practice, social justice, and the development of programs and policies that address the unique needs of people of African descent. The organization also provides education, mentorship, and a national network to support Black social work professionals and students.

National Association of Social Workers, NASW, International, (September 2022 - May 2024).

The National Association of Social Workers (NASW) is the largest professional organization for social workers in the United States. It promotes the professional development of social workers, establishes ethical standards for practice, advocates for social justice and sound public policy, and supports the advancement of social work as a profession. NASW also provides continuing education, resources, and policy advocacy to strengthen the capacity of social workers to serve individuals, families, and communities effectively.

Consulting

For Profit Organization, As You Are Therapy, Murfreesboro, TN, United States of America. (January 2025 - Present).

As a clinician with As You Are Therapy, I provide individual and couples counseling using a trauma-informed, strengths-based approach. My work focuses on supporting clients through a range of life challenges, including anxiety, relationship concerns, and life transitions, while creating a safe and affirming space for healing and personal growth.

For Profit Organization, Stickle Consulting, LLC, Murfreesboro, United States of America. (June 2023 - Present).

As a Research Consultant with Stickle Consulting, LLC, I have contributed to multiple projects focused on advancing educational and equity-based initiatives within carceral systems. My responsibilities have included conducting nationwide qualitative interviews with leaders of postsecondary education in prison programs, analyzing themes related to access, program development, and systemic barriers. I have assisted in drafting policy briefs and scholarly publications aimed at informing institutional and legislative strategies. Additionally, I have supported project management tasks such as developing interview protocols, coordinating communication with participants, and contributing to the design of deliverables for stakeholders. My work has emphasized the importance of centering lived experience and systemic accountability in research that informs educational and justice-related policy.

For Profit Organization, People3, Nashville, TN, United States of America. (May 2024 - March 2025).

As a Research and Curriculum Specialist with People3, I contribute to the development of diversity, equity, and inclusion (DEI) training through curriculum design, applied research, and the creation of educational materials that support organizational learning. I also co-facilitated a corporate workshop on Generational Diversity, focusing on intergenerational communication, workplace dynamics, and inclusive engagement across age groups.

Permanent Data

Start Date at Middle Tennessee State University
August 23, 2021

Yearly Data

Academic Year: 2024-2025
College: Behavioral and Health Sciences
Department: Social Work
Faculty/Staff Rank: Lecturer
Tenure Status: Non-Tenurable