

Scott Coble, LMSW

ScottCoble.me

Bio

Scott Coble, LMSW, is an adjunct faculty member at Middle Tennessee State University and a doctoral student in Social Work at Saint Louis University. Scott's lived experience with religious and cultural trauma, addiction, recovery, and reinvention informs his teaching, research, and therapeutic practice. His work centers on empowerment-based mentorship and inclusive approaches to recovery. He has published on LGBTQ rights and on educational access for incarcerated individuals, presented at conferences on the importance of inclusion, and awarded grants to develop high-impact learning initiatives. As a therapist with As You Are Therapy, Scott continues serving clients across Tennessee while advancing resilience-focused scholarship and social change.

Education

Ph.D. in Social Work

St. Louis University, St. Louis, MO
In Progress

Program start: August 2025

Master of Social Work (MSW)

Middle Tennessee State University, Murfreesboro, TN
4.0/4.0 GPA

May 2024

Bachelor of Science (BS)

Integrated Studies: Organizational Leadership/Behavioral and Health Sciences

Middle Tennessee State University, Murfreesboro, TN
Honors: *cum laude*

May 2022

Associate of Science (AS) - Social Work

Columbia State Community College, Columbia, TN
Honors: *cum laude*

May 2021

Teaching & Mentoring

Faculty Member

Middle Tennessee State University, Murfreesboro, TN
Department of Social Work

Fall 2025 semester – adjunct

August 2025 – December 2025

Courses:

SW-2750-D01 & D02 (EXL) Introduction to Substance Abuse (online)

SW-3000-D01 Social Policy (2 sections online)

Summer 2025 semester – full-time lecturer

June 2025 (5-week accelerated courses)

Courses:

SW-2750-D01 (EXL) Introduction to Substance Abuse (online)
SW-3200-D01 Cultural Diversity: Competency for Practice (online)

Spring 2025 semester – full-time lecturer

January 2025 – July 2025

Courses:

SW-2570-002 (EXL) Introduction to Social Work (in-person)
SW-3000-001 Social Policy (in-person)
SW-3000-D01, D02 Social Policy (2 sections online)
SW-4690-B01 Integrative Seminar in Social Work (in-person)

Fall 2024 semester – adjunct

August 2024 – December 2024

Courses:

SW-2570-002(EXL) Introduction to Social Work (in-person)
SW-3000-D02 Social Policy (online)
SW-3000-B01 Social Policy (in-person)

- Department Curriculum Committee (DCC): Starting Spring 2025, member of the Social Work DCC, supporting CSWE curriculum alignment, refining syllabi and D2L course shells for consistency, and creating the True Blue Course proposal for *Introduction to Substance Use* to strengthen integrative learning, critical thinking, and student engagement.
- Course Design & Management: Developed syllabi aligned with academic trends, managed course logistics, and optimized digital platforms for seamless student access to materials and feedback.
- Student Engagement & Support: Fostered an interactive learning environment through office hours, individualized feedback, and discussions connecting theory to real-world applications.
- Assessment Strategy: Designed diverse assessments with clear rubrics and detailed feedback to measure student progress and align with course objectives.
- Lecture Delivery: Engaged students with case studies, multimedia, and adaptive teaching methods to support diverse learning styles and encourage participation.
- Innovative Teaching Methods: Integrated technology, current events, and interactive techniques such as video discussions and panel dialogues. Developed a discussion board team component where students collaborated to present findings from course materials and peer posts as an alternative to traditional replies.
- Experiential & Reflective Learning: Designed field-based assignments and reflective journaling to connect theory with practice, including developing the Engage component for the *Introduction to Social Work* course starting Fall 2024.
- LT/ITC – MTSU: Completed the New Faculty Learning (NFL) lecture series on Backward Design through the Learning, Teaching, and Innovative Technologies Center, collaborating to develop engaging online courses.
- POGIL Workshop Participation: Completed a POGIL workshop on student-centered, inquiry-based teaching strategies to promote critical thinking, collaboration, and active learning.
- Department Recruitment: Conducted student recruitment initiatives for the Department of Social Work, promoting program offerings and engaging with prospective students.
- Practicum Supervision: Provide weekly supervision for a BSW practicum student, overseeing practicum learning and professional development.

Graduate Teaching Assistant

August 2023 - May 2024

Middle Tennessee State University, Murfreesboro, TN
Department of Social Work

Fall 2023 semester

Course:

SW-3000 Social Policy (in-person)

Dr. Cathy McElderry, department chair – supervising professor

Spring 2024 semester

Course:

SW-3000 Social Policy (in-person)

Dr. Cathy McElderry, department chair – supervising professor

SW-4690 Integrative Seminar in Social Work (in-person)

Dr. Carmelita L. Dotson, Assistant Professor / BSW Coordinator – supervising professor

Other Areas of Development – Graduate Teaching Assistant

Middle Tennessee State University, Murfreesboro, TN

Department of Social Work

- **Learning Management Systems (LMS) Experience**

Fall 2023 – Spring 2024

Proficient in utilizing Desire2Learn (D2L) to enhance the online learning experience for students, as evidenced in the revisions and updates for the courses *Social Policy* and *Integrative Seminar in Social Work*. Experienced in designing and managing course content, assignments, and assessments within D2L, ensuring seamless and engaging virtual classrooms. Adept at leveraging LMS tools to foster student interaction, monitor academic progress, and provide timely feedback. Successfully integrated diverse instructional materials and interactive elements to create inclusive and supportive online learning environments.

- **Mentorship**

Fall 2022 – Spring 2024

- Provided assistance and shared insights with incoming MSW students seeking guidance as they joined the program.
- Offered research, academic writing, and professional presentation tips and techniques.
- Assisted classmates with navigating the digital learning environment D2L (Desire2Learn) to improve proficiency with the online platform.
- Attempted to be an agent of encouragement and motivation.

Relevant Professional Experiences

Clinician

February 2025 - Present

As You Are Therapy, Murfreesboro, TN

Dr. Nicole Bryant - supervisor

- Deliver individualized therapeutic services utilizing evidence-based interventions to support clients' mental health and overall well-being.
- Specializing in mental health and trauma-informed care, substance use disorder recovery, and LGBTQ affirmative therapy.
- Collaborate with interdisciplinary teams, including healthcare providers, social workers, and community resources, to ensure holistic, ethical, and best-practice client care.

Research & Curriculum Specialist (part-time)

June 2024 – April 2025

People3, Inc., Nashville, TN

Dr. Candace Warner – supervisor

- Collaborated with the team to enhance the Generational Diversity slide deck and create applicable case studies; co-facilitated two sessions with the client.
- Assisted with client discovery processes for research initiatives, including, but not limited to, organizing demographic data and evaluating data and organization information for appropriate research initiatives.
- Assisted with developing focus groups, interviews, and other assessment questions for client organizational discovery work.
- Provided feedback and research assistance on client surveys and other assessment development projects.
- Identified opportunities for assessment/data/research opportunities and remain current on upcoming advancements in the DEI field.
- Researched current social issues, DEI best practices, and population demographics
- Assisted with researching creative content for workshops/panel discussions/learning series events
- Assisted with the research to support the creation of presentations and other content for the website, social media, etc.
- Worked with clients to understand research needs through phone calls, virtual meetings, and in-person (if applicable).

Research and Reporting – Project Engagements (contract)

September 2023 – October 2024

Stickle Consulting, LLC., Murfreesboro, TN

Dr. Ben Stickle - supervisor

- Collaborated on a grant program to develop research questions and conduct qualitative research interviews with educational institutions offering Education in Prison programs to determine best practices.
- Developed and implemented pre- and post-class surveys using Qualtrics, along with essential class materials for Tennessee Corrections Institute training sessions.
- Assembled a comprehensive report on "Theft of Firearms per State," highlighting differences in state statutes and legal frameworks.
- Edited 185-slide curriculum presentation for Grant Writing

Research & Scholarship

Publications

Published:

Stickle, B., **Coble, S.**, & Schuster, S. S. (2025). *Futures reclaimed: The power of education in prisons*. Mackinac Center for Public Policy. <https://www.mackinac.org/s2024-13>

Coble, S. (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>

Manuscripts Under Review:

Dotson, C. L., **Coble, S.**, Bell, A., and Smith, C. M. (2025, September). *Critical pedagogy in contested times: A case report from a BSW capstone seminar course*. Manuscript submitted for publication, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Conference & Academic Poster Presentations

National Conferences:

Presenter:

Coble, S., Dotson, C., Bell, A., & Smith, C.M. (2026, February). *Building mentorship pathways in BSW education: Preparing students for an evolving profession* [Workshop presentation]. 2026 43rd Annual BPD Conference: *Social Work Education in a Time of Accelerated Change*, New Orleans, LA, United States.

Dotson, C. L., & **Coble, S.** (2026, February). *Transforming BSW curriculum through experiential learning: A multi-model response to rapid change* [Workshop presentation]. 2026 43rd Annual BPD Conference: *Social Work Education in a Time of Accelerated Change*, New Orleans, LA, United States.

Story, C., Dotson, C. L., Dopwell, D., Townsend, J., **Coble, S.**, & Weakly, A. (2024, October 27-30). *Building community trust and capacity for mental health through culturally appropriate assessment* [Poster presentation]. American Public Health Association [APHA] 2024 Annual Meeting & Expo, Minneapolis, MN, United States.

Co-Author:

Gibson, D., Dotson, C. L., **Coble, S.**, Robinson, S. (2024, March 6-10). *The impact of religion on attitudes towards LGBTQ+ inclusion with child adoption* [Conference presentation]. The Association of Baccalaureate Social Work Program Directors 41st Annual Conference, New Orleans, LA, United States.

Gibson, D., Dotson, C. L., & **Coble, S.** (2022, November 10-13). *African Americans' plight from Civil Rights to DEI in society: The importance of self-care* [Conference presentation]. Council of Social Work Education [CSWE] 68th Annual Program Meeting, Anaheim, CA, United States.

Regional Conferences:

Presenter:

Coble, S. (2024, September 26-27). *Inclusive substance use disorder recovery: Advancing equity for LGBTQ individuals*. [Conference presentation]. 6th Annual East Tennessee State University Equity and Inclusion Conference, Johnson City, TN, United States.

MSW – Graduate Presentations/Poster Presentations

Coble, S. & Robinson, S. (2024, May 1). *All about social work*. Middle Tennessee State University, College of Behavioral and Health Sciences, Murfreesboro, TN, United States.

Coble, S. (2024, April 10). *Integrating trauma-informed care within the intake process: Strategies for chemsex engagement among men who have sex with men (MSM)* [Empirical Social Work Practice Capstone Poster Presentation]. Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Media Publications

Coble, S. (Contributor). (2023, November 15). Intimate Partner Violence. *MPower Podcast | A Call to Our Community*. Motlow State Community College.

Research Projects

Dopwell, D., Dotson, C. L., & **Coble, S.** (2025, August). *Reflection as resistance: ePortfolios elevating student voice and sustaining social justice pedagogy in an anti-DEI landscape*. Unpublished research project, Department of Social Work, Tennessee State University, Nashville, TN, United States, and Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Dotson, C. L., **Coble, S.**, Bell, A. (2025, May). *Empowering social work students: P.O.W.E.R. mentorship program for academic and career success (preparing, overcoming, winning, excelling, and rising)*. Unpublished research project, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States. IRB protocol in progress.

Coble, S. (2024, October). *Generational diversity for the workplace*. Unpublished research project, People3, Nashville, TN, United States.

Coble, S. (2024, April). *Disability diversity for the workplace*. Unpublished research project, People3, Nashville, TN, United States.

Coble, S. (2024, April). *Integrating trauma-informed care within the intake process: Strategies for chemsex engagement among men who have sex with men (MSM)*. Unpublished research project, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Gibson, D., Dotson, C. L., **Coble, S.**, & Robinson, S. (2024, January). *Influence of religion on lesbian and gay adoption acceptance*. Unpublished manuscript, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Dotson, C. L., Gibson, D., & **Coble, S.** (2024, January). *African American social workers and self-care*. Unpublished manuscript, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Dotson, C. L., Gibson, D., & **Coble, S.** (2024, January). *Rural social work: Ethics and values*. Unpublished research project, Department of Social Work, Middle Tennessee State University, Murfreesboro, TN, United States.

Stickle, B., Harden, V., & **Coble, S.** (2022, November). *Rutherford County Correctional Work Center's Keeping Family Connections*. Grant evaluation report funded by the Bureau of Justice Assistance.

Grants

Funded:

- Experiential Learning (EXL) Faculty Grant, MTSU - Produce video interviews highlighting individuals in recovery and their personal stories as part of the redesign of the *Introduction to Substance Use and Misuse* course. **(\$300)** F25
- Affordable Course Materials Grant, OER, MTSU – Co-PI **(\$1000)** F25
- Instructional Support Grant for Sway ePortfolio Development, MTSU MT Engage **(\$250)** Sp25
- Tina Stewart Campus Nonviolence Fund, MTSU – Coordinated and facilitated a student experiential learning project for the Introduction to Social Work course, including transportation to the Domestic Violence & Sexual Assault Center for firsthand learning on nonviolence strategies and service impact. Guided students in developing the “Real Love Doesn’t Leave Bruises” MTSU campus-wide social media and public service campaign. **(\$500)** Sp25
- Experiential Learning (EXL) Faculty Grant, MTSU - day pass for students to experience challenges for those dependent upon public transportation **(\$84)** F24

Graduate Research Assistantships

Graduate Research Assistant

August 2022 – May 2023

Middle Tennessee State University, Murfreesboro, TN

Department of Social Work

Dr. Carmelita L. Dotson and Dr. Donna Gibson – supervising professors

- Research and Grant Contributions: Engaged in a 9-month Research & Scholarship grant, conducting research, securing grants for poverty simulations, dual enrollment programs, and new technology, and supporting ADEI projects to promote inclusivity.
- Academic Collaboration and Publications: Co-wrote and edited scholarly works for the CSWE on topics such as African American social workers, rural ethics, and LGBTQ adoption barriers. Presented on academic research during BSW Orientation.
- Data and Survey Management: Transitioned departmental surveys to Qualtrics, enhancing data collection and analysis capabilities.
- Professional Engagement and Development: Served as a panelist for BSW Field Placement Orientation, sharing MSW practicum insights while gaining experience in research, grant writing, and project management within team environments.

Graduate Research Assistant (Summer)

May 2022 – August 2022

Middle Tennessee State University, Murfreesboro, TN

Departments of Social Work/Criminal Justice

Dr. Vickie Harden and Dr. Ben Stickle – supervising professors

- Assisted faculty in providing supplemental content for the comprehensive final narrative for the grant program.
- Conducted extensive literature reviews and compiled reports on critical program facets such as Second Chance Re-entry Initiatives, support strategies for Children of Incarcerated Parents, Nurturing Families frameworks, Positive Parenting practices, Trauma-Informed Care approaches, the Impact of COVID-19 on prison populations, and therapeutic interventions including Individual and Family Therapy.

- Analyzed and summarized findings on evaluation tools such as the Adult-Adolescent Parenting Inventory (AAPI-2) and Adverse Childhood Experiences (ACE) for effective measurement and program assessment.

Honors, Awards, and Recognitions

Doctor of Philosophy (PhD) in Social Work.

August 2025

Awarded Graduate Research Assistantship, including full tuition coverage and annual stipend
St. Louis University, St. Louis, MO

Best Poster Presentation

April 2024

Empirical Social Work Academic Research Poster Presentation
Department of Social Work, Middle Tennessee State University
Murfreesboro, TN

Marian Clark Scholarship – recipient

May 2023

Department of Social Work, Middle Tennessee State University
Murfreesboro, TN

Practicum Experiences

People3, Nashville, TN

January 2024 – April 2024

Research Intern – MSW Advanced Generalist Practicum (Spring semester)
Dr. Candace Warner – supervisor

- Assigned research initiatives within the Diversity, Equity, and Inclusion (DEI) domain, focusing specifically on developing a *Disability Diversity and Inclusion Curriculum*. Responsible for the in-depth research and collaboration on comprehensive PowerPoint presentations for client engagement.
- Participated in client training sessions facilitated by the company, conducting observations, compiling detailed notes, and providing objective insights to the executive team.

Building Community Capacity - Joint Grant

May 2023 – December 2023

Project Manager/Internship – MSW Advanced Generalist Practicum (Fall semester)

Building Community Capacity: Addressing Mental Health Challenges for non-white Communities in the Context of COVID-19 [Departments of Public Health and Social Work (MTSU) and Department of Social Work (TSU)]

Drs. Chandra Story, Carmelita Dotson, and Donna Dopwell – supervising professors

- Developed and managed the project plan using TEAMS, detailing and assigning tasks with principal investigators and student interns, ensuring timely achievement of grant milestones.
- Engaged in collaborative efforts with key stakeholders, including community steering committee members, through regular monthly in-person and online meetings.
- Contributed to creating marketing materials designed to align with and fulfill grant objectives.
- Played a key role in the drafting and editing of significant sections of the Qualtrics survey instrument, which was disseminated across Rutherford and Davidson counties as a vital element of the grant project.

- Co-organized and facilitated weekly team meetings using TEAMS to ensure project alignment and team cohesion.
- Collaborated with the grant's principal investigators to organize town hall meetings in Rutherford and Davidson counties to present research findings to the local communities and discuss subsequent actions for delivering essential support services.
- Supported team members in compiling IRB documentation, conducting literature reviews, and drafting content for a scholarly journal article and academic poster presentation.

Middle Tennessee State University, Murfreesboro, TN

May 2023 – August 2023

Research Intern – MSW Foundation Practicum (Summer semester)

Department of Criminal Justice Administration

Dr. Ben Stickle – supervising professor

- Led comprehensive research initiatives on national Prison Education programs, contributing to developing educational strategies and rehabilitation efforts.
- Developed and maintained detailed database reports, providing insights into resources available for educational institutions, prison partnerships, and professional associations.
- Crafted strategic "talking points" from in-depth research, facilitating effective communication and collaboration between stakeholders and educational institutions involved in prison education.
- Designed a specialized database cataloging criminal justice and forensic science programs available in Tennessee colleges and universities, enhancing resource accessibility and program awareness.
- Compiled a literature index focused on qualitative research studies, evaluating the impact and effectiveness of prison education programs.

Behavioral Health Foundation, Nashville, TN

January 2023 – May 2023

Intern – MSW Foundation Practicum (Spring semester)

Elliot Pinsly, LMSW - supervisor

- Engaged in a macro-focused practicum placement, closely observed Tennessee General Assembly committee meetings and legislative sessions, analyzing and compiling detailed policy reports.
- Engaged in strategic meetings and networking activities with various Tennessee state legislators to advocate for legislation aligned with the organization's mission, enhancing awareness and support for critical mental health and substance abuse initiatives.
- Actively collaborated with a team to develop and execute multiple projects for a data-driven nonprofit policy center, contributing to evidence-based policy formation and advocacy.

Relevant Academic & Professional Experiences

Research Area – Continuing Education:

October 10, 2025

Attended a *DICE Event* with St. Louis University

- *Best Practices in Student Mentoring* led by Dr. Michael Hankins, Assistant Professor of Chemistry and Special Assistant to the Vice President of DICE. The session explored evidence-based and experience-driven strategies for effective student mentoring in STEM and the humanities. Key takeaways included practical approaches to fostering belonging, supporting student success, and enhancing mentoring relationships across undergraduate and graduate levels.

Social Work Day on the Hill (SWDOTH)

Annual legislative policy event organized by the
National Association of Social Workers (NASW) Tennessee Chapter

Social Work: Compassion + Action – 2025 Theme

March 26, 2025

- Sponsored a student policy presentation and coordinated a visit with 20 students from various Social Policy course sections, along with several MSW students, to the Tennessee State Capitol to attend the NASW Conference.
- Facilitated meetings with legislators to discuss the profession's key legislative priorities and advocacy initiatives.

Empowering Social Workers: Inspiring Action, Leading Change – 2024 theme

March 20, 2024

- Organized an on-campus virtual "Watch Party" for the statewide Social Work advocacy event as the in-person Social Policy instructor at Middle Tennessee State University.
- Led event promotion, coordinated with faculty to combine classes, and successfully increased departmental participation.
- Received commendation from Department Chair Dr. Cathy McElderry: *"Thank you for a fantastic job, Scott. The attendance set a record not only for this event but any activity the department has sponsored in my tenure here."*

MTSU Unity Luncheon

February 2024 and 2025

- Attended luncheon celebrating unsung heroes of Middle Tennessee
Keynote speaker: Cary E. Holman, Ed. D. (2024); Jason Scales (2025)

As You Are Therapy

February 2024

Collaborated with the agency to edit and develop inclusive language for their website

Grant Writing Enhancement Program (GEP) Participation

Fall 2023/Spring 2024

Middle Tennessee State University, Murfreesboro, TN

- Engaged in a comprehensive professional development initiative designed to bolster grant writing capabilities among faculty, administrators, and staff at all expertise levels.

Tennessee Co-Occurring Disorders Collaborative (TNCODC) Summit 2023

June 16, 2023

Franklin, TN

- Attended the one-day event on the education and awareness of the impact of co-occurring disorders in individuals, families, and communities, as well as the work being done through the TNCODC Strategic Initiative

National Alliance on Mental Illness (NAMI) Advocacy Training

February 22, 2023

- Attended

DSM-5 Update Training – virtual

October 14, 2022

- Attended

Faculty Research Presentation Series

Fall 2022

MTSU College of Behavioral & Health Sciences

- Attended three lunch 'n learn sessions

United for ALICE – a community collaboration (United Way) - Assisted with coordinating Zoom sessions and facilitating user engagement; Addressing participant inquiries	February 8, 2022
Cognitive Behavioral Therapy (CBT) Workshop - MTSU Melanie Magliacano, lecturer - Attended	February 3, 2022
Department of Social Work: Black History Month Lecture Series - Coordinated and managed Zoom sessions, facilitating user engagement; addressing participant inquiries	February 2022
Emotional Intelligence – MTSU workshop Dr. Donna Gibson, lecturer - Attended	January 27, 2022

Other Professional Experiences

Administrative and Research Support Role (part-time position) Middle Tennessee State University, Murfreesboro, TN Department of Social Work Sarah Pruitt, BSW Coordinator - supervisor	August 2021 – May 2022
• Provided essential clerical and reception support, ensuring efficient office operations. • Functioned as a Data Collector: Executed data organization, cleaning, and correction processes; developed statistical models; and generated comprehensive presentations and reports as required. • Created marketing materials to promote departmental lecture series and events, enhancing audience engagement and participation. • Prepared detailed reports for departmental meetings, facilitating informed decision-making and strategy development. • Engaged in departmental lecture series, managing Zoom chat sessions to ensure smooth communication and interaction.	
Certified Peer Recovery Specialist Tennessee Mental Health Consumers' Association, Columbia, TN	September 2020 – April 2021
• Delivered comprehensive peer recovery services to an approximate caseload of 20 individuals, addressing a range of mental health conditions, including schizophrenia, clinical depression, social anxiety, and substance use disorders, and adapting to a telehealth format due to COVID-19 restrictions. • Proactively contacted members to monitor their well-being, providing essential emotional support and fostering self-advocacy. • Led virtual group sessions as part of Psychosocial Rehabilitation Services, facilitating community and support among members. • Ensured accuracy and confidentiality of member records, complying with all organizational standards and HIPAA and state regulations.	

- Designed and conducted a training program for fellow providers, focusing on effective data collection techniques for maintaining accurate and compliant member records.

Consultant / Sole Proprietorship

October 2017 – January 2020

JS Enterprises, Nashville, TN

Sole Proprietorship

- Entrepreneurial Leadership and Strategic Advisory: Spearheaded multiple start-up ventures from ideation through to market entry, providing comprehensive business strategy and operational guidance. Extensive experience in client consulting, identifying pain points, and delivering tailored solutions.
- Leadership Development and Organizational Growth: Designed and implemented management development programs to enhance leadership skills, improve team performance, and drive business results. Expertise in coaching, mentoring, and developing high-potential talent within organizations.
- Strategic Business Consulting: Provided expert business consulting services to diverse clients, leading to measurable improvements in performance, profitability, and business processes. Proficient in market analysis, strategic planning, and process optimization to drive business transformation and growth.

Chief Business Development Officer

April 2016 – May 2017

Time Logistics, Inc., Columbia, TN

- Led and supervised the sales team, ensuring alignment with strategic objectives and performance standards.
- Hosted monthly sales strategy meetings to discuss targets, review performance, and foster team alignment with corporate sales goals.
- Developed and disseminated comprehensive reports highlighting the sales department's growth and key performance indicators.
- Directed and executed specialized logistics training at Walmart's corporate headquarters in Bentonville, AR, focusing on preprint advertising, resulting in the company being honored with the top vendor award for four consecutive years.
- Conducted nationwide sales meetings, engaging with current and prospective clients to foster relationships and expand market presence.
- Drove significant business growth, increasing company revenue by 23% and securing 18 new clients within a single fiscal year.

Chief Operating Officer

August 2001 – April 2016

Time Logistics, Inc., Columbia, TN

- Started the company with the owner, initiating operations from the ground up with a strategic approach to client acquisition and development.
- Designed and implemented the operational infrastructure and business model, adapting strategies in alignment with evolving company growth and market demands.
- Collaborated extensively with the CEO and executive team to formulate the company's business objectives, mission statements, and financial benchmarks.
- Directed the development of proprietary software, enhancing operational efficiency and providing a competitive edge in the industry.
- Strategically managed personnel allocation and organizational structure to support and sustain company expansion.
- Achieved recognition by making D&B's Fastest Growing Companies list in 2004, demonstrating significant business growth and operational success.

Licensures & Certifications

Licensed Master Social Worker, #15557 valid through 09/30/2026

Certified Peer Recovery Specialist (CPRS): #000-1383 (expired - active through Feb. 2024)

Tennessee Department of Mental Health and Substance Abuse Services

TF-CBT (Trauma-Focused Cognitive Behavioral Therapy)

11 continuing education contact hours, July 2022

WRAP I and BRIDGES

Mental Health Recovery training

CITI Program Course(s): Human Research (Social & Behavioral Research)

Professional and Civic Activities

Peer Recovery Services (*Certified Peer Recovery Specialist*)

March 2022 – August 2022

Rutherford County Recovery Court, Murfreesboro, TN

- Facilitated weekly “high-risk” group sessions with an average attendance of 10-12 individuals

Ruby Gala 2022

December 2022

Nashville, TN

- Participated in the video presentation; attended the event.
Vanderbilt University Medical Center’s annual event to raise funds and awareness needed to support people with HIV to overcome barriers to receiving treatment and to imprint sustainable HIV care onto our future through the recruitment training of HIV practitioners.

“Slave Narratives – An Adaptation of Unchained Memories”

Spring 2021

Columbia State Community College, Columbia, TN

- Read the narrative of Tennessee Governor Robert Taylor in this video production:
<https://www.youtube.com/watch?v=6oDENWyE7DE>.
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Professional Membership / Organization Affiliations

Council on Social Work Education (CSWE) – member, 2024

National Association of Black Social Workers (NABSW) – member, 2023

As a graduate student:

National Association of Social Workers (NASW)

Student Social Work Organization (SSWO)
