

Jennifer Martin, MSW LCSW ABD

Jennifer Martin

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EDUCATION

Doctor of Philosophy – 2011-2015

University of Denver, Graduate School of Social Work – Denver, CO

*Area of Focus: Non Profit Management Strategies for Addressing Disparities
Among Marginalized Older Adults*

Certificate in Gerontology – 2007

Boston University, Institute of Geriatric Social Work – Boston, MA

Master's in Social Work – 1998-2000

University of Michigan, School of Social Work - Ann Arbor, MI

*Major: Community Organizing & Gerontology
Minor: Interpersonal Practice & Gerontology*

Bachelors of Science – 1994-1998

The Pennsylvania State University - University Park, PA

*Major: Human Development & Family Studies, in Gerontology
Minors: Sociology and Gerontology*

TEACHING INTERESTS

Aging Policy

Policy Analysis

Research Methods

Program Evaluation

Diversity in Old Age

Practice Ethics and Social Justice

Administration & Supervision

Community and Organizational Practice

Multicultural Macro Practice

RESEARCH INTERESTS

Hearing the Voices of Marginalized College Students

Organizational Strategies for Meeting the Needs of Diverse Elders

Classroom Techniques for Effective Social Work Education

Non Profit Administration and Macro Practice

Gerontological Social Work Education

TEACHING EXPERIENCE

Adjunct Lecturer 2013 - Present
University of Denver, Graduate School of Social Work Denver, CO

- Applied Practice Evaluation Research (2 sections, Winter 2015)
- Methods for Evaluating Practice & Programs (2 sections, Fall 2014)
- Evidence For Practice (1 section, Winter 2014)
- Social Policy Analysis, Advocacy and Practice (1 section, Winter 2014)
- Interim Instructor – Social Policies & Social Services in Health & Aging (1 section, Fall 2013)

Graduate Teaching Assistant 9/11 – 11/12
University of Denver, Graduate School of Social Work Denver, CO

- Assisted in syllabus development and the grading of student assignments for 3 sections of a graduate level course in Research Methods (masters students), 1 section of Health & Aging Policy (masters students), and 1 section of Introductory Statistics (doctoral students)
- Developed and taught lectures on qualitative research methods, statistical regression and Medicaid
- Assisted in the revision of curriculum for the masters level, research and evaluation series of courses
- Co-created and led group activities intended to develop knowledge in library and information literacy

Team Manager and Training Manager 12/07 – 7/11
Boston Senior Home Care Boston, MA

- Developed and managed innovative training program for all new direct service employees in an agency with over 100 staff members
- Coordinated select agency trainings, including an employee training on consumer directed care

Home Care Supervisor 6/06 – 12/07
Somerville Cambridge Elder Services Somerville, MA

- Co-facilitated and planned two in-staff trainings for the LGBT Aging Project as well as co-planned a conference for the Somerville Cambridge Mental Health Coalition
- Member of a clinical programs team, which planned monthly staff in-services as well as coordinated and facilitated weekly licensure preparation classes which discuss the theories and practices of social work

Founder, Diversity & Education Committee 10/04 – 9/05
The Out Loud Chorus Ann Arbor, MI

- Coordinated a diversity education workshop for choir members
- Developed a grant proposal to increase choir diversity
- Planned a variety of outreach and multicultural events for the choir

Program Director 4/03 - 9/05

Walter & May Reuther Senior Services

Detroit, MI

- Developed educational materials and conducted informational presentations to senior citizen groups and professionals, on the topic of LGBT aging
- Served as a guest host, interviewing two LGBT seniors on a local radio station

Field Instructor

9/01 – 9/05

The University of Michigan, School of Social Work

Ann Arbor, MI

- Supervised MSW graduate students in learning crisis intervention, case management, cultural competence, program administration, management and community organizing skills

Director / Assistant Director, Advocacy Program

8/00 - 3/03

St. Patrick Senior Center

Detroit, MI

- Created and implemented curriculum for an 8 week staff training program

Diversity Educator

4/99 – 8/00

Social Workers Advocating for Multiculturalism

Ann Arbor, MI

The University of Michigan, School of Social Work

- Developed curriculum and co-facilitated a multicultural training for all new students, which included awareness of self-bias, ethics, and culturally competent social work practice
- Founded student organization to address diversity issues within the social work student community

Student Computer Consultant

8/98 – 4/00

The University of Michigan, School of Social Work

Ann Arbor, MI

- Initiated and taught computer workshops on spreadsheets, databases, internet, email and other computer applications

Academic Tutor, Computer and Library Skills Instructor

6/97 – 5/98

Academic Support Office for Student Athletes

University Park, PA

University Learning Resource Center

Learning Edge Academic Program

The Pennsylvania State University

- Counseled and tutored incoming freshmen in study skills and career preparation
- Tutored students in Introductory Psychology, Human Development and Family Studies and Introductory Statistics

Undergraduate Teaching Assistant

1/97 – 5/97

Department of Human Development & Family Studies

University Park, PA

Pennsylvania State University

- Proctored and generated questions for exams
- Graded student assignments

RESEARCH EXPERIENCE

Principal Investigator 3/14 – Present
University of Denver, Graduate School of Social Work Denver, CO

- Qualitative study of nonprofit management strategies for addressing disparities among marginalized older adults

Interviewer 6/13 – 8/13
Study of Older Adult Resources and Stress (SOARS) Denver, CO
University of Denver, Graduate School of Social Work

- Conducted structured, primarily quantitative, interviews of older adults over the age of 60, on the topics of stress and abuse and their impact on well-being, health and service use

Co-Investigator 1/13 – Present
University of Denver, Graduate School of Social Work Denver, CO

- Pilot testing of a new instrument, the Micro-Aggression Scale, created to capture the micro-aggression experiences of graduate students within a school of social work. Psychometric evaluations indicate a reliable and valid measure

Principal Investigator 5/12 – Present
University of Denver, Graduate School of Social Work Denver, CO

- Qualitative study exploring how experiences of marginalization in the classroom influence future facilitation of conversations of oppression within academic or professional settings

Principal Investigator 9/11 – Present
University of Denver, Graduate School of Social Work Denver, CO

- Qualitative study exploring potential motivations of social workers to enter the field of gerontology

Research Assistant 6/12 – 8/12
University of Denver, Graduate School of Social Work Denver, CO

- Co-developed rubrics to measure information literacy
- Used rubrics to evaluate the effectiveness of curriculum to increase knowledge and skill in the use of library resources

Perspectives on Social Work Journal 12/12 - Present
University of Houston, Graduate College of Social Work Houston, TX

- Served as a peer reviewer for an online journal for doctoral students

SOCIAL WORK PRACTICE EXPERIENCE

Team Manager & Training Manager
Boston Senior Home Care

12/07 – 7/11
Boston, MA

- Developed and managed innovative training program for all new direct service employees in an agency with over 100 staff members
- Managed pilot project to develop new supportive living project, including such areas as collaborating with other agencies, supervising staff, developing budgets and creating appropriate policies and procedures
- Directly supervised 16 employees providing care to Vietnamese, Chinese, Haitian, Latino and African American older adults
- Participated as a member of the management team, including such tasks as: strategic planning, interviewing & hiring new staff, maintaining compliance with state and agency regulations, initiating & implementing new programs, and conducting performance evaluations with union employees
- Utilized quality assurance techniques for the successful resolution of billing, procedural and clinical issues, within two SCO (Senior Care Options) programs
- Founder and Chair of the Consumer Directed Care / Ethics Committee
- Monitored licensure status of direct service staff and assisted eligible employees in obtaining social work licensure through a biweekly study group

Home Care Supervisor
Somerville Cambridge Elder Services

6/06 – 12/07
Somerville, MA

- Provided individual and group supervision to over 20 employees, 14 of which were during a probationary or promotional period
- Wrote policies and procedures, and coordinated programming for a pilot program, for respite and cultural development, at a local public housing site
- Participated in quality assurance activities such as record reviews of every annual home visit, comprehensive evaluation of probationary employees and regular monitoring of approximately 700 clients (7 caseloads)

Program Director
Walter & May Reuther Senior Services

4/03 - 9/05
Detroit, MI

- Responsible for proposal writing and grant monitoring for virtually two thirds of mainstream funding sources, for a non-profit with a total budget of over \$500,000
- Developed and analyzed project evaluations for 10 major grants
- Administered finances, supervision, strategic planning and programming for senior centers, in-home services, medical transportation, outreach and other programs
- Initiated and funded 2-year pilot program, which included educational workshops, outreach and social events for LGBT elders.
- Compiled recent research on the topic of LGBT aging, in order to develop outreach and marketing brochures

Director / Assistant Director, Advocacy Program

8/00 – 3/03

St. Patrick Senior Center

Detroit, MI

- Responsible for proposal writing and grant monitoring for a departmental budget of over \$50,000
- Supervised 40 employees and volunteers in such program areas as home visits, adult day care, medical transportation, and case management
- Provided crisis intervention and case management services to membership of approximately 2,000 older adults
- Initiated new information and referral, peer-mentoring program

Manager, Senior Forum Project

8/99 – 4/00

The Luella Hannan Memorial Foundation

Detroit, MI

- Successfully raised nearly \$15,000 for this project
- Served as lead community organizer in assisting low-income, urban elders in developing a city wide advocacy organization and educational conference

Interim Director of Resident Services

4/99 – 6/99

Assisted Living Social Work Intern

9/98 – 4/99

The Fleischman Residence

West Bloomfield, MI

- During Director's absence, assumed full responsibility for all social services and mental health needs of 108 elderly Jewish residents
- Developed a grant proposal for a community outreach program
- Researched long-term health outcomes for Holocaust survivors

SELECTED SERVICE

The Mental Well-Being Initiative from iCubed

2013-Present

(Illuminated Invisible Injustice)

Denver, CO

First Unitarian Society of Denver

- Steering Committee Member
- Educating and raising awareness of issues of substance abuse, trauma and mental illness

Association for Community Organization and Social Administration 2013-Present

20560 Bensley Avenue Lynwood, Illinois 60411

- Board Member – Southwestern Regional Representative

University of Denver

2011-Present

Graduate School of Social Work

Denver, CO

- Worked in partnership with faculty to evaluate and expand opportunities for student involvement, education and outreach in the gerontology field, within the university and local community
- Assisted in the development of rubrics to measure the effectiveness of new information literacy curriculum

First Unitarian Society of Denver

2011-Present

(Unitarian Universalist (UU) Church)

1400 Lafayette St Denver, CO 80218

- Delegate, General Assembly- National Governing Body (2012, 2013, 2014)
- Steering Committee Member – The Mental Well-Being Initiative from iCubed (Illuminated Invisible Injustice) (2013-Present)
- Choir Member (2011, 2013, 2014)
- Chair, UU Affairs Committee (2014)

FELLOWSHIPS AND HONORS

2014	Graduate Studies Dissertation Fellowship	University of Denver
2013	Henry Welch Scholarship in Aging	Colorado Gerontological Society
2013	Pre-Doctoral Fellowship	University of Denver, Graduate School of Social Work
2013	Research to Practice Institute Award	Network for Social Work Management
2012	Pre-Dissertation Initiative Award	AGE SW Gerontological Social Work
2011	Doctoral Fellowship	University of Denver, Graduate School of Social Work
2010	Executive Director Award For Excellence in Employee Training	Boston Senior Home Care
1999	Vice President & Co-Founder University of Michigan Chapter	Sigma Phi Omega Gerontology Honor Society
1994-2000	College Dean's List	The Pennsylvania State University The University of Michigan
1998	The Honor Society of Phi Kappa Phi	The Pennsylvania State University
1998	Kappa Omnicron Nu Honor Society	The Pennsylvania State University
1998	Phi Eta Sigma Honor Society	The Pennsylvania State University
1994	Stanley Marcus Humanitarian Award	Adirondack District Nominee
1994	Scholastic Achievement Award	Knights of Pythias
1994	Golden Key National Honor Society	Shenendehowa School District

SELECTED PRESENTATIONS (Peer Reviewed)

1. Hasche, L., DePrince, A., Gagnon, K., Srinivas, T., Lavery, A., & **Martin, J.** (2015, January). Mental health correlates and service utilization among older adults at risk for elder maltreatment. Poster presented at the Society for Social Work Research – New Orleans, LA.
2. **Martin, J.**, & Yuskis, K. (2013, November). Grounded Theory for the Recruitment, Education & Retention of Gerontological Social Workers. Paper presented at the Council on Social Work Education – Dallas, TX.
3. **Martin, J.**, Haffejee, B., Langenderfer, L., & Clark, L. (2013, August). Factors influencing the professional facilitation of the discussion of oppression. Paper presented at the Pedagogy of Privilege Conference: The University of Denver, Graduate School of Social Work - Denver, CO.
4. Haffejee, B., **Martin, J.**, & Langenderfer, L. (2013, August). Micro-aggression experiences of graduate students: Development of the Micro-aggression Scale. Paper presented at the Pedagogy of Privilege Conference: University of Denver, Graduate School of Social Work - Denver, CO.
5. **Martin, J.** (2012, November). An Innovative Approach to Gerontological Field Education, at the BSW Level. Paper presented at the Council on Social Work Education – Washington, DC.
6. **Martin, J.** (2006, April). Lesbian, Gay, Bisexual and Transgendered Seniors: Practice Implications. Paper presented at the NASW Statewide Conference - Waterbury, CT.
7. **Martin, J.** (2005, July). Dying Before Their Time: Seniors in Detroit. Paper presented at the Genesis Conference VI - Detroit, MI.

SELECTED PRESENTATIONS (Non Peer Reviewed)

1. **Martin, J.** (2014, November). Organizational Strategies for Addressing Disparities Among Marginalized Older Adults. Staff In Service – The Denver Center for Crime Victims - Denver, CO.
2. **Martin, J.** (2014, November). Organizational Strategies for Addressing Disparities Among Marginalized Older Adults. University of Denver, Graduate School of Social Work - Denver, CO.
3. **Martin, J.** (2014, October). Organizational Strategies for Addressing Disparities Among Marginalized Older Adults. Create Our Future Together Conference - Denver, CO.
4. **Martin, J.** (2012, October). What Motivates Social Workers to Enter the Field of Gerontology: A Qualitative Analysis of the PROGRESS Program. University of Denver, Denver, Colorado.
5. **Martin, J.** (2010, February). Shifting the Paradigm: Increasing Opportunities for Elder Choice & Control Through Consumer Direction. Boston Senior Home Care, Boston, MA.
6. **Martin, J.**, Ridolfi, M., & Mojica, A. (2009 January). Is a Nursing Home Really Necessary? Representing Elderly Respondents in Guardianship Proceedings. Greater Boston Legal Services, Boston, MA.
7. **Martin, J.** (2008, May). An Overview of Long Term Care Services. Health and Long Term Care Taskforce, City Hall, Boston, MA.
8. **Martin, J.** (2004, October). Guest Radio Host: Past Forward Moves Gayly Forward. Detroit Radio Information Service, Detroit, MI.

MEMBERSHIPS

- Association of Community Organization and Social Administration (ACOSA) – Board Member
- Colorado NonProfit Association
- Council on Social Work Education (CSWE)
- Society for Social Work and Research (SSWR)
- Association for Gerontology Education in Social Work (AGESW)
- Lesbian and Gay Issues Network, American Society on Aging (ASA)
- Gerontological Society of America (GSA)
- Colorado Gerontological Society
- National Association of Social Work (NASW)
- Licensed Clinical Social Worker – State of Colorado (LCSW)