

# CURRICULUM VITAE

*Current as of June 2021*

## M. THERESA PALMER

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### EDUCATION & HONORS

The University of North Carolina at Greensboro &  
North Carolina Agricultural & Technical State University  
**Joint Doctor of Philosophy in Social Work**  
Doctoral Student

The University of North Carolina at Chapel Hill  
**Master of Social Work**  
Graduated with Honors

The College of William and Mary in Williamsburg, Virginia  
**Bachelor of Arts in Sociology with High Honors**  
Graduated Phi Beta Kappa and Magna Cum Laude

### AREAS OF INTEREST

Microaggression & Hidden Bias, Social Justice Education, Clinical Supervision, Child and Adolescent Mental Health, Family Well-being, Field Education, Interprofessional Education, Environmental Justice

### PROFESSIONAL EXPERIENCE

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL 2007-present  
**CLINICAL ASSOCIATE PROFESSOR & FIELD EDUCATION COORDINATOR 2020-PRESENT**  
**CLINICAL ASSISTANT PROFESSOR & FIELD EDUCATION COORDINATOR 2015-2020**  
**CLINICAL INSTRUCTOR & FIELD EDUCATION COORDINATOR 2010-2015**  
**ADJUNCT INSTRUCTOR & PART-TIME CONTRACT FACULTY 2007-2010**

Teach graduate-level social work courses. Lead field education capacity-building efforts to identify and recruit new field placement sites and field instructors as well as promote the school, program, and profession throughout the region. Coordinate and advise generalist and specialization student field placements, including the expansion of behavioral health integrated care placements in conjunction with the UNC PrimeCare Program. Coordinate the Winston-Salem Clinical Lecture Series in collaboration with Northwest Area Health Education Center.

SELF-EMPLOYED, Winston-Salem, NC 2010-present  
**Clinical Supervisor, Trainer, & Consultant**

Provide clinical supervision on a part-time basis to associate and fully licensed therapists (Licensed Clinical Social Workers, Licensed Marriage and Family Therapists, and Licensed Professional Counselors). Provide supervision for therapists seeking the Association for Marriage and Family Therapy Approved Supervisor designation. Provide consultation and training for agencies and individuals providing mental health services.

SEMESTER AT SEA, University of Virginia  
**Mental Health Counselor**

Fall 2006

Served as mental health professional providing counseling services for undergraduate semester-long study abroad program for students circumnavigating the globe by ship. Assisted the Executive Dean in responding to program crises.

THE CHILDREN'S HOME, Winston-Salem, NC  
**Chief Operating Officer** (2003 - 2009)

1992 – 2009

Promoted through a series of positions to Chief Operating Officer for nonprofit agency providing a range of services to children, youth, adults, and families. Responsibilities included strategic planning, budget development, interface with the Board of Trustees, community/public relations, grant writing, marketing, service expansion, and program development. Served on statewide committees influencing public policy, acted as Chief Executive Officer during CEO's absence, and provided leadership to 140 staff members.

**Director of Programs** (2002 - 2003)

Developed new service areas in support of the agency's mission, vision, and values. Prepared and monitored program budgets to determine areas for expansion or reduction. Facilitated communication between program areas. Directed and guided the development and continuous evaluation of the agency's philosophy and methods. Provided leadership and supervision to multiple program directors and clinicians. Remained connected to direct practice through the provision of therapy services to small client caseload.

**Director of the Franklin Campus** (1999 - 2002)

Established the first physical expansion of the agency by opening the Franklin Campus in western North Carolina. Developed programmatic and administrative procedures for the campus while ensuring consistency between locations. Directed program development, staff training and supervision, budgetary processes, fundraising, and public relations opportunities for the campus while maintaining client case load and overseeing an array of clinical services.

**Family Therapist** (1997 - 1999)

Provided outpatient counseling to children, youth, adults, and families. Designed and implemented day services program for school-aged youth. Provided clinical supervision and program oversight. Established an outcome data collection system and a campus-wide quality assurance committee.

**Team Leader** (1994 - 1997)

Provided individual, group, and family counseling to residential youth. Supervised, trained, and provided clinical direction to treatment team. Developed and trained agency and community-based curriculums and workshops.

**Resident Counselor** (1992 - 1994)

Provided 24-hour supervision, life skill development, and counseling for adolescents in a residential Preparation for Adult Living program.

## **LICENSURE & CERTIFICATION**

NC Licensed Clinical Social Worker, License #C003718

NC Licensed Marriage and Family Therapist, License #868

Approved Supervisor - American Association for Marriage and Family Therapy, Member #97026

### PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

American Association for Marriage and Family Therapy, Clinical Fellow  
 Council on Social Work Education, Member  
 National Association of Social Workers, Member

### TEACHING & ADVISING

SOWO 500	Human Development in Context I: Infancy to Adolescence	2010, 2012-2019
SOWO 501	Confronting Oppression & Institutional Discrimination	2013-2020
SOWO 517	Planning for Social Work Interventions	2012
SOWO 520	Field Practicum I	2011, 2013-2020
SOWO 521	Field Practicum II	2012, 2014- 2021
SOWO 522	Pre-Specialization Field Practicum	2013, 2016, 2018, 2021
SOWO 523	Foundation Field Seminar I	2011, 2013- 2020
SOWO 524	Foundation Field Seminar II	2012, 2014- 2021
SOWO 540	Social Work Practice with Families, Individuals, & Groups	2011
SOWO 715	Advanced Standing Bridge- Practice Module	2007-2010
SOWO 720	Independent Study in Field Education	2010-2011, 2014-2018
SOWO 740	Implementing Evidence-Informed Practice with With Individuals, Families, & Groups	2021
SOWO 820	Field Practicum III	2010-2020
SOWO 821	Field Practicum IV	2011-2020

### AWARDS

UNC Chapel Hill School of Social Work Dean's Award for Teaching Excellence- 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021

UNC Chapel Hill School of Social Work Excellence in Advising MSW Students Award- 2015

UNC Chapel Hill School of Social Work Excellence in Teaching Award- 2019

### RECENT PRESENTATIONS (*as of 2011*)

Palmer, M. T. (2021, June). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. Clinical Supervision Certificate Conference, National Association of Social Workers – North Carolina.

Palmer, M. T. (2021, May). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. Mountain Area Health Education Center.

- Palmer, M. T. (2021, April). *Technology-Based Clinical Supervision*. Southern Regional Area Health Education Center.
- Palmer, M. T. (2021, February). *Technology-Based Clinical Supervision. 2021 Clinical Supervision Series: Advancing Addiction Treatment*, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work.
- Palmer, M. T., Brown, S., & Freeman, A. (2021, February). *Responding to Microaggressions*. Relational Leadership @ Carolina, University of North Carolina at Chapel Hill.
- Palmer, M. T. (2020, January). *Cultivating the Supervisory Alliance. 2021 Clinical Supervision Series: Advancing Addiction Treatment*, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work.
- Palmer, M. T. (2021, January). *Technology-Based Clinical Supervision*. Wake Area Health Education Center, live webinar.
- Palmer, M. T. (2020, July). *Technology-Based Supervision: Extending the Reach of Field Instructors*. On-demand webinar for Field Education Program University of North Carolina at Chapel Hill School of Social Work.
- Palmer, M. T. (2020, June). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. Mountain Area Health Education Center.
- Palmer, M. T. (2020, June). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. Clinical Supervision Certificate Conference, National Association of Social Workers – North Carolina.
- Palmer, M. T. (2020, May). *Cultivating the Supervisory Alliance. Clinical Addiction Series: Advancing Addiction Treatment*, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work.
- Palmer, M. T. (2020, May). *Technology-Based Supervision. Clinical Addiction Series: Advancing Addiction Treatment*, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work.
- Palmer, M. T. (2020, January). *Microaggressions: The Big Impact of the “Little” Things*. The University of North Carolina at Greensboro, Greensboro, NC.
- Palmer, M. T. (2019, December). *Microaggression as an Ethical Issue in Clinical Practice*. Southern Regional Area Health Education Center, Morrisville, NC.
- Palmer, M. T. (2019, November). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. Northwest Area Health Education Center, Winston-Salem, NC.
- Palmer, M. T. (2019, November). *Keynote Address: Microaggression as an Ethical Issue in Clinical Practice*. Eastern Area Health Education Center, Greenville, NC.
- Palmer, M. T. (2019, August). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. Wake Area Health Education Center, Wake Forest, NC.

- Palmer, M. T. (2019, April). *Technology-Based Supervision*. Clinical Addiction Series: Advancing Addiction Treatment, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.
- Palmer, M. T. (2019, April). *Competencies of Clinical Supervision*. Clinical Addiction Series: Advancing Addiction Treatment, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.
- Palmer, M. T. (2019, January). *The Ethics of Microaggression in Clinical Practice*. Fellowship Hall, Greensboro, NC.
- Palmer, M. T., Dews, D. & Kanfer, M. (2018, November). *Creative Strategies for Interprofessional Education with MSW and Nurse Practitioner Students*. Council on Social Work Education Annual Program Meeting, Orlando. FL
- Palmer, M. T. & Zuckerman, R. (2018, November). *Promoting Preparation for Interprofessional Collaboration by Incorporating Neurodevelopmental Concepts in HBSE*. Council on Social Work Education Annual Program Meeting, Orlando. FL.
- Palmer, M. T. (2018, August). *Microaggressions: The Big Impact of the 'Little' Things*. Supervisors Training at Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2018, June). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. Southern Regional Area Health Education Center, Fayetteville, NC.
- Palmer, M. T. (2018, May). *Cultivating the Supervisory Alliance: Strengths, Stressors, & Solutions*. 2018 Clinical Supervision Summit. Greensboro Area Health Education Center, Greensboro, NC.
- Palmer, M. T. (2018, May). *Technology-Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. 2018 Clinical Supervision Summit. Greensboro Area Health Education Center, Greensboro, NC.
- Palmer, M. T. (2018, April). *Competencies of Clinical Supervision & Technology-Based Supervision*. Clinical Addiction Series: Advancing Addiction Treatment, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.
- Palmer, M. T. (2018, February). *The Ethics of Microaggression & Cultivating Cultural Humility in Clinical Practice*. North Carolina Psychological Association, Division of Professional Practice, Chapel Hill, NC.
- Palmer, M. T., Kanfer, M., Zerden, L., & Jones, A. (2017, October). *Opportunities and Challenges in Integrated Care: Lessons from a 3-year Project*. Council on Social Work Education Annual Program Meeting, Dallas, TX.
- Palmer, M. T. (2017, October). *Community of Respect – Microaggressions*. Supervisors Training at Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2017, September). *Microaggression as an Ethical Issue in Clinical Practice*. Northwest Area Health Education Center, Winston-Salem, NC.
- Palmer, M. T. (2017, July). *Microaggressions and Health Advocacy: Emerging Issues in Diversity and Cultural Awareness*. UNC Personal Health Advocate Program, UNC Physicians Network, Morrisville, NC.

- Palmer, M. T. (2017, June). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. 2017 Clinical Supervision Certificate Training, National Association of Social Workers North Carolina Chapter, Winston-Salem, NC.
- Palmer, M. T. (2017, June). *Customer Service & Employee Relations through a Diversity Lens: Intent versus Impact*. Guilford County Government Leadership Staff, Greensboro, NC.
- Palmer, M. T. (2017, June). *Microaggression as an Ethical Issue in Clinical Practice*. Southern Regional Area Health Education Center, Asheboro, NC.
- Palmer, M. T. (2017, June). *Microaggression as an Ethical Issue in Clinical Practice*. South East Area Health Education Center, Wilmington, NC
- Palmer, M. T. (2017, May). *Community of Respect – Microaggressions*. Emerging Leaders Training at Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2017, May). *The Ethical Implications of Microaggressions in School Social Work Practice*. Winston-Salem/ Forsyth County Schools, School Social Work Department, Winston-Salem, NC.
- Palmer, M. T. (2017, May). *Competencies of Clinical Supervision & Technology-Based Supervision*. Clinical Addiction Series: Advancing Addiction Treatment, Behavioral Health Springboard University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.
- Palmer, M. T. (2017, May). *Community of Respect – Microaggressions*. Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2017, April). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. Addiction Professionals of NC Spring Conference, Asheville, NC.
- Palmer, M. T. (2016, December). *Microaggression: The Big Impact of “The Little Things.”* Emerging Leaders Training at Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2016, November). *Microaggression: The Big Impact of “The Little Things.”* New Leaders Training at Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T., Kanfer, M., Zerden, L., & Jones, A. (2016, November). *Recruiting, Maintaining, and Sustaining Integrated Behavioral Health Sites in Field Education*. Council on Social Work Education Annual Program Meeting, Atlanta, GA.
- Palmer, M. T. (2016, September). *Microaggression as an Ethical Issue in Clinical Practice*. Southern Regional Area Health Education Center, Fayetteville, NC.
- Palmer, M. T. (2016, August). *Understanding Diverse Identities and Microaggressions*. Worldwide Wake at the Center for Global Programs & Studies at Wake Forest University, Winston-Salem, NC.
- Palmer, M. T. (2016, July). *Microaggression in Global Health Communication*. LBS 722: Communication for Development: Sustainable Strategies for Improving Global Health at Wake Forest University, Winston-Salem, NC.

- Palmer, M. T. (2016, May). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. Behavioral Health Resource Program at University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.
- Palmer, M. T. (2016, April). *Microaggression in Health Communication*. COM 355: Survey of Health Communications at Wake Forest University, Winston-Salem, NC.
- Palmer, M. T. (2016, February). *Microaggression: The Big Impact of "The Little Things."* Forsyth County Department of Social Services, Winston-Salem, NC.
- Palmer, M. T. (2016, January). *Technology Based Clinical Supervision: Extending the Reach of Clinical Supervisors*. Presented portion of *The Problem* module at Training of Trainers Academy for National Frontier & Rural Addiction Technology Transfer Centers, Portland, Oregon.
- Palmer, M. T. (2016, January). *Microaggression as an Ethical Issue in Clinical Practice*. Forsyth County Local Program Unit of the National Association of Social Workers – North Carolina, Winston-Salem, NC.
- Palmer, M. T. (2015, June). *Microaggression as an Ethical Issue in Clinical Practice*. South East Area Health Education Center, Wilmington, NC.
- Palmer, M. T. (2015, May). *Awareness of Microaggressions and the Impact on Behavioral Health and Wellness*. Center for Behavioral Health and Wellness at North Carolina Agricultural and Technical State University, Greensboro, NC.
- Palmer, M. T. (2015, April). *Microaggression: Keeping PACE with a Diverse Society*. Lusk Education Center at PACE of the Triad, Greensboro, NC.
- Palmer, M. T. (2015, March). *Microaggression as an Ethical Issue in Clinical Practice*. Winston-Salem Clinical Lecture Series, Northwest Area Health Education Center and the University of North Carolina at Chapel Hill School of Social Work, Winston-Salem, NC.
- Palmer, M. T. (2015, January). *Microaggression as an Ethical Issue*. Wake Forest Baptist Health CareNet Residency Group, Winston-Salem, NC.
- Palmer, M. T. (2014, October). *Unpacking the Invisible Knapsack of Microaggression*. Council on Social Work Education Annual Program Meeting, Tampa, FL.
- Palmer, M. T. & Bohley, T. L. (2013, October). *Microaggression: A Must-Teach Concept in Social Work Education*. Council on Social Work Education Annual Program Meeting, Dallas, TX.
- Palmer, M. T., & Souders, T. (2012, October). *Will You Be My Friend? Social Media's Role in Field Education* Council on Social Work Education Annual Program Meeting, Washington, DC.
- Palmer, M. T. (2012, May) *The Elephant in the Room: Why and How to Discuss Difficult Issues with Clients*. Family Service of the Piedmont, Greensboro, NC.
- Palmer, M. T. & Souders, T. (2011, October). *Setting the Stage for Success: Avoiding the Pitfalls of Employer Based Placements*. Council on Social Work Education Annual Program Meeting, Atlanta, GA.

## COMMUNITY SERVICE

Alexander Youth Network Triad Advisory Board- Chair (2016-present)

National Association of Social Workers North Carolina- Forsyth County Local Program Unit Co-Chair (2014- present)

John T. Edwards Foundation- Treasurer (2014-2017)

North Carolina Association for Marriage and Family Therapy- Chapter Director (2007-2011), Director- At-Large (2012-2014)

Wake Forest University Prospectus Defense Committee member for graduate student on *Examining How Microaggressions Impact Minority College Students Studying at a Predominately White Institution*- 2016-17

Winston-Salem Foundation Women's Fund of Winston-Salem- Member (2006-2017)

Youth Opportunities Board of Directors- Vice Chair (20015-2016)

## SCHOOL OF SOCIAL WORK SERVICE

Admission Committee- 2013-present

Text Reviewer for Brooks/ Cole revisions to Ashford, J. B. & LeCroy, C. W. (2013). *Human behavior in the social environment: A multidimensional perspective* (5<sup>th</sup> ed.). Belmont, CA: Brooks/Cole- 2014

Diversity THINKposium: Implicit Bias- 2014

Distance Education Task Force- 2014-2017

Faculty Search Committee- 2014, 2015

Fixed-Term Faculty Promotion Guidelines Workgroup- 2011-2012

JumpStart Breakout Group Facilitation- 2013, 2014, 2015

New Field Instructor/ Task Supervisor Orientation- 2010-present

North Carolina Field Education Consortium- 2010-present

Northwest AHEC Ethics and Boundaries new online course, LCSW Reviewer- 2013

Reaccreditation Committee- 2014-2018

Relational Leadership Institute's UNC Pilot Program, Office of Interprofessional Education- 2019

School of Social Work Information Systems (SSWIS) Database Development Workgroup- 2012-2015

Safe Zone Training- 2018

Safe Zone Intersex Training- 2020

Strategic Planning Committee & Academic Program Subcommittee- 2012-13

Teaching Circle- 2010-2018

Teaching in Racialized Spaces- 2020

Winston-Salem Clinical Lecture Series Coordination- 2012-present



Winston-Salem Distance Education Advisory Board- 2010-present

Winston-Salem Distance Education Program Admissions Interviews- 2012-present

Writing Assessment Reviewer for Incoming Students- 2012-2015

### **PUBLICATIONS**

Zerden, L. D., Kanfer, M., Palmer, M. T., Jones, A., & Brigham, R. B. (2018). Recruiting, maintaining, and sustaining integrated behavioral health sites for field education. *Field Educator*, 8(2). Retrieved from <http://www2.simmons.edu/ssw/fe/i/18-185.pdf>

### **RESEARCH**

Co-investigator, *African Americans Living with Sickle Cell Disease: Patient Perceptions of their Provider Experiences Post New Guidelines for Prescribing Opioid Medications*. Principal Investigator: Sharon Parker, 2020.