

Chad McDonald- Ph.D., LCSW

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Research Assistant Professor at the University of Utah, College of Social Work, and Director for the Social Research Institute (SRI). 19+ years of experience in child welfare, including time as trainer and administrator for the Division of Child & Family Services (DCFS) in Utah, and currently the Principal Investigator for the Title IV-E Training/Education Contract for the College of Social Work/DCFS partnership. Member of the National Staff Development Training Association (NSDTA) Executive Advisory Council (EAC). Published seven articles in peer-reviewed journals, and over 25 presentations at local, national, and international conferences.

EDUCATION

PhD in Social Work University of Utah Area of Interest: Child Welfare	May 2021
Masters of Science, Social Work University of Utah Phi Kappa Phi Honor's Society – 3.9 GPA Master's Internships: Provo School District & U.S. Dept. of Veteran's Affairs	May 2012
Bachelors of Science, Marriage Family & Human Development Brigham Young University Honor's Society Invite - 3.6 GPA	August 2004
Associate of Arts, General Education Dixie College Honor Graduate 3.7 GPA	December 1999

MAJOR PROFESSIONAL INTERESTS

My primary research area of interest involves the professional and organizational competence of child welfare entities, with much of my research interests aimed at improving the practices of child welfare workers and their employment agencies through the development, implementation, and evaluation of the use of enhanced learning technologies in workforce development efforts through a competency outcomes lens.

GRANTS AND EVALUATION CONTRACTS

Principal Investigator – UCLA – VHS Worker Safety: University of Utah \$70K	Awarded – Dec 2022
Principal Investigator – Utah Title IV-E Education: University of Utah \$18.4M	July 2022-Present
Principal Investigator – Utah Title IV-E Education: University of Utah \$13.5M	July 2017-June 2022
Principal Investigator – Utah Title IV-E Education: University of Utah \$5.02M	July 2015-June 2017

TEACHING EXPERIENCE

Transfer of Learning Workshop

Utah Parent & Infant Program

May 9, 2019

- All-day workshop focused on helping parent advocates and other key staff understand the barriers that may prevent transfer of learning and how to apply strategies to overcome these barriers. Participants learn how to adapt their learning style to their home visits, and methods to increase teamwork with agency stakeholders.

New Employee Trainer/Training Manager

February 2008 – July 2014

Utah Division of Child & Family Services

- Lead trainer for new employees in the Practice Model and CORE Curriculum principles and skills and monitor professional development of all caseworkers and supervisors
- Coordinate, develop, and deliver appropriate training to increase workers' skills and competencies
- Participate in agency-wide curriculum development
- Develop and coordinate public education programs dealing with agency codes, laws, licensing, and regulatory functions
- Participate in evaluating, reviewing, and modifying DCFS service delivery components
- Conduct Qualitative Case Review (QCR) and Child & Family Services Reviews (CFSR) as a certified lead reviewer
- Facilitator of Arbinger Institute Training for Utah Department of Human Services (DHS)
- Bridges Out of Poverty Certified Trainer for Utah DHS

Adjunct Professor

University of Utah

August 2013 – June 2016

- Co-instructor in curriculum development and classroom delivery of "Advance Social Work Practice in Child Welfare: Evidenced-Based Practice and Empirically Supported Intervention for Trauma in Children and Families" for MSW Evening Cohort students.

Guest Lecturer

University of Utah & Utah Valley University

May 2012 – Present

- Guest lecturer in >20 different graduate and undergraduate classes for eight professors across two universities, University of Utah, and Utah Valley University, including lectures with an emphasis in court report writing, macro and policy perspectives in social work, family policy, and occupational therapy's role in the child welfare system.

RESEARCH EXPERIENCE

Use of Virtual Reality (VR) to Increase Competency of Prospective Child Welfare Workers

Principal Investigator IV-E education

Research Assistant Professor – University of Utah

Present

- Developing and Implementing virtual tool for prospective child welfare employees in the BSW program to practice general casework skills such as home visit, court visits, engaging and teaming skills, etc.
- Usability testing phase on the VR tool currently.

Impact of Simulation Lab training on DCFS New Employee Confidence and Competence

Principal Investigator IV-E education

Research Assistant Professor – University of Utah

Present

- Gathering data on the impact of simulated training experiences that each new employee of DCFS experiences during their initial pre-service training.
- Data currently measures the skill level of each new employee as they try to identify the necessary components of purposeful home visits as well as facilitating Child and Family Team Meetings (CFTM).

Service Users' Perspectives on Their Experience With Child-Welfare Workers: A Systematic Review

PhD student with Dr. Brad Lundahl/University of Utah

Fall 2014

- Conducted a systematic review with colleague of what makes for good casework from the perspectives of the services users (children and parents).
- Presenting findings at CSWE APM 2014.

Animal Assisted Therapy with Maltreated Youth

Spring 2013

PhD student with University of Utah

- Conducted a systematic review and meta-analysis with colleague of the outcomes regarding animal assisted therapy with maltreated youth.
- Presented findings at SSWR 2014 in San Antonio, TX. Publication Pending.

In-Home Assessment Selection Sub-Committee Member

May 2011 – September 2011

Utah Division of Child & Family Services

- Participated in researching elements of effective in-home assessment processes and implementing results as part of a comprehensive effort to provide caseworkers with an evidenced based approach toward helping children and their parents remain together.

PUBLICATIONS

McDonald, C., West, K., Benson, C., & Brittain, C. (2022).

- A national review of child welfare competency models. *Children and Youth Services Review*, 142, 106631. <https://doi.org/10.1016/j.childyouth.2022.106631>

McDonald, C., Davis, M., & Benson, C. (2021).

- Leveraging Real-Time Data Dashboards: Maximize Learning and Feedback Effectiveness During Child Welfare Simulation Training. *APHSA: Policy and Practice*, Aug 2021.

McDonald, C., Campbell, K. A., Benson, C., Davis, M. J., & Frost, C. J. (2021).

- Workforce Development and Multiagency Collaborations: A Presentation of Two Case Studies in Child Welfare. *Sustainability*, 13(18). <https://doi.org/10.3390/su131810190>

Benson, C. L., McDonald, C., Davis, M. J., & Raines, J. A. (2021).

- Design and Implementation Considerations for Virtual Reality in Human Services. *Journal of Technology in Human Services*, 39(3), 215-218. <https://doi.org/10.1080/15228835.2021.1915929>

Davis, M. J., Raines, J. A., Benson, C. L., **McDonald, C.**, & Altizer, R. A. (2021).

- Toward a framework for developing virtual reality skills training in human services. *Journal of Technology in Human Services*, 1-19. <https://doi.org/10.1080/15228835.2021.1915928>

McDonald, C., Davis, M., & Benson, C. (2021).

- Using Evidence-Based Learning Theories to Guide the Development of Virtual Simulations. *Clinical Social Work Journal*. <https://doi.org/10.1007/s10615-021-00809-9>

Lundahl B., **McDonald, C.**, & Vanderloo, M. (2018)

- Service users' perspectives of child welfare services: a systematic review using the practice model as a guide, *Journal of Public Child Welfare*, DOI:[10.1080/15548732.2018.1548406](https://doi.org/10.1080/15548732.2018.1548406)
<https://www.tandfonline.com/doi/full/10.1080/15548732.2018.1548406>

PRESENTATIONS

West, K., **McDonald, C.**, Benson, C., & Davis, M. (2023, October)

- *Online vs In-person Simulation: A Comparison of the Effectiveness of Learner-rated Outcomes*. [Conference presentation]. National Staff Development and Training Association 2023 Annual Education Conference, Pittsburgh PA, United States.

Parry, C. & **McDonald, C.** (2023, October)

- *Evaluating Workforce Development Interventions: How do you know it works?* [Conference workshop]. National Staff Development and Training Association 2023 Annual Education Conference, Pittsburgh PA, United States.

McDonald, C., Davis, M., & Benson, C. (2023, October)

- *Technologically Enhanced Learning Methods for Reaching Expert Performance in Human Services*. [Conference presentation]. National Association for Welfare Research and Statistics, Salt Lake City Utah, United States.

Patterson, B., Butt, A., **McDonald, C.**, Davis, M., Benson, C., & Brooks, J. (2023, September)

- *Healthcare Innovation in Extended Reality*. [Conference workshop]. 10th Annual Academy of Health Science Educators Symposium, University of Utah, Salt Lake City Utah, United States.

West, K., **McDonald, C.**, Davis, M., Benson, C. (2023, May)

- *Evaluating the Impact of Online vs. In-Person Simulation Training: How Technology-Driven Methods Can Increase Trainee Engagement*. [Conference presentation]. Human Services Workforce Development and Evaluation Symposium, Los Angeles California, United States.

Davis, M., **McDonald, C.**, Cajski, C., & Benson, C. (2023, April)

- *Using Implementation Science to Improve Adoption of Innovative Skills Training in Social Work Education: A case study of the Virtual Home Simulation (VHS) training*. [Conference presentation]. Social Work Distance Education, Our Lady of the Lake University, Worden School of Social Service, United States. Virtual.

- Marks, E., **McDonald, C.**, Benson, C. & Davis, M. (2023, April)
- *Increasing Training Effectiveness by Engaging Simulation Lab Observers through Real-Time, Structured Feedback and Coaching*. [Presentation]. NSDTA Showcase Series
- McDonald, C.**, Benson, C., & Davis, M. (2023, March)
- *Implementing Technology Enhanced Learning Methods to Guide Expert Development*. [Presentation]. Technologies Enhancing Social Work Practice, University of Southern California CA, United States. Virtual.
- Benson, C., Davis., M., Lundahl, B., **McDonald, C.**, & Marks, E. (2023, January 13)
- *A Randomized Controlled Trial of the Virtual Motivational Interviewing (VMI) App for Learning Motivational Interviewing Skills*, [Poster Presentation]. Society for Social Work and Research, Phoenix, AZ, United States.
- McDonald, C.**, Davis, M. J., Benson, C., & Marks, E. (2022, October 18)
- *Comparing Perceived Simulation Training Effectiveness Pre-Covid-19 to Post-Covid-19 Outcomes*. National Staff Development Training Association (NSDTA). Spokane, WA.
- Brittain, C., **McDonald, C.**, Benson, C., & West, K. (2022, October 19)
- *Harnessing the Power of Competency Models*. National Staff Development Training Association (NSDTA). Spokane, WA.
- Davis, M., Benson, C., & **McDonald, C.** (2022, May 20)
- *Using Evidence-based Learning Theories to Guide the Development of Virtual Simulations* [Conference presentation]. Korean Council of Social Welfare Education, Seoul, South Korea. Virtual.
- McDonald, C.**, Davis, M., Benson, C., & Marks, E. (2022, January 14)
- *Increasing the Impact of Simulation Training During Covid-19 Limitations: A Technology-Based System for Increasing Trainee Engagement and Providing Real-Time Feedback*, [Poster Presentation]. Society for Social Work and Research. Washington, D.C.
- Benson, C., Davis, M., **McDonald, C.**, & Lundahl, B. (2022, January 13)
- *Virtual Motivational Interviewing: Developing an App for the Deliberate Practice of Motivational Interviewing Skills*, [Poster Presentation]. Society for Social Work and Research. Washington, D.C.
- McDonald, C.**, West, K., Brittain, C., & Benson, C. (2021)
- *Competency Models as the Road to Outcomes: A Model for Practice*. National Staff Development Training Association (NSDTA). Virtual.
- McDonald, C.**, Davis, M. J., Cajski, C., Benson, C. (2020)
- *Developing child welfare skills using in-person and virtual reality (VR)-based simulations*. Grand Challenge to Harness Technology webinar series: University of Maryland School of Social Work. Virtual.

- Landry-Bourne, T., Thompson, L., Figueroa, A., **McDonald, C.**, Carmichael, D. (2020)
- *Let's Talk: Sustaining Training in a Virtual Environment (Virtual Platforms and Facilitated Activities)*. National Staff Development Training Association (NSDTA). Virtual.
- McDonald, C. & Davis, M. J.** (2020)
- *Using Expert Consensus in a Virtual Reality Training Environment to Provide Competency-based Feedback to Learners*. National Staff Development Training Association (NSDTA). Virtual.
- McDonald, C. & Davis, M. J.** (2019)
- *Using Virtual Reality Training to Create a Valid Learning Environment for Learning Child Welfare Skills: An overview and development of competency-based feedback*. Council on Social Work Education – 2019 APM. Denver, CO.
- McDonald, C. & Davis, M. J.** (2019)
- *Virtual Reality Training and Defining Competency – A Central Problem*. Child Welfare Evaluation Summit. Washington, D.C.
- Davis, M. J., **McDonald, C.**, Whitaker, D. J., & Sage, M. (2019)
- *Evaluation and IT in Child Welfare: What is on the Horizon and What Are the Implications for Agencies, Children and Families*. Child Welfare Evaluation Summit. Washington, D.C.
- McDonald, C.** (2019)
- *Client Voices: What Families are Saying About Their Caseworkers and What You Can Do About It!* Utah NASW Local Chapter, Salt Lake City, UT.
- Davis, M. J., & **McDonald, C.** (2019)
- *Using Virtual Reality to Gain Competence in Identifying Threats to Safety and Protective Factors During Home Visitation in Child Welfare: Feasibility, Usability, and Acceptability Results*. Society for Social Work and Research. San Francisco, CA.
- McDonald, C.** (2018, October).
- *Client Voices: What Families are Saying About Their Caseworkers and What You Can Do About It!* Utah Child Welfare Institute 2018. Provo, UT.
- Davis, M. J., & **McDonald, C.** (2018, September).
- *Virtual Reality Training for Creating Expert Child Welfare Workers*. International Society for Prevention of Child Abuse and Neglect XXII International Congress on Child Abuse and Neglect. Prague, Czechia.
- McDonald, C. & Davis, M.J.** (2018, July).
- *Virtual Reality Training: The Utah Approach*. The Capacity Center for States' Child Welfare Virtual Expo. <https://capacity.childwelfare.gov/virtualexpo/>
- McDonald, C., Davis, M.J. & Vanderloo, M.J.** (2018, May).
- *Evaluating the use of virtual reality in child welfare skills training*. 21st Annual National Human Services Training Evaluation Symposium (NHSTES). Berkeley, CA.

McDonald, C. & Davis, M.J. (2018, April).

- *Considerations in Using Virtual Reality for Complex Skills Development Among Child Welfare Trainees.* Annual Social Work Distance Education Conference. San Antonio, TX

Utah Child Welfare Institute (CWI) 2015

- Presented on the findings and possible practical implications of systematic review regarding “Service Users’ Perspectives on their Experience with Child Welfare Workers.

National Human Services Training Evaluation Symposium (NHSTES) 2015

- Presented on the findings and possible practical implications of systematic review regarding “Service Users’ Perspectives on their Experience with Child Welfare Workers.

Utah Juvenile Justice Rock Conference 2014

- Break-out session on concepts and practical steps to implement child and family teaming processes into Utah’s Division of Juvenile Justice Services.

Council on Social Work Education (CSWE) 2014

- Presented on the findings and possible practical implications of systematic review regarding “Service Users’ Perspectives on their Experience with Child Welfare Workers.”

Society for Social Work Research (SSWR) Conference 2014

- Participated in a symposium presenting on primary research conducted with colleagues on the impact of “Animal Assisted Therapy with Maltreated Youth.”

Child Welfare Institute 2013

- Break out session regarding key principles from the Arbinger Institute and its applications within DCFS

Self Help Center of the Utah State Courts 2013

- Provided legal representatives and additional staff of the Self Help Center an overview of the DCFS processes aimed at increasing better support of common clients

Early Childhood Education Conference 2012

- Guest speaker/trainer for two breakout sessions: “Working with Families with Suspected Abuse or Neglect”, and “Effects of Abuse, Neglect, and Separation on development”.

INTERNSHIP EXPERIENCE

Social Work Intern

U.S. Department of Veteran’s Affairs (VA)

August 2011 – May 2012

- Provide counseling and case management to U.S. Armed forces veterans
- Created and facilitated a PTSD group for U.S. Armed forces veterans
- Screened clients to identify needs and appropriate referrals

Social Work Intern

Provo School District

August 2010 – May 2011

- Work with High School and Junior High students to improve academic and behavioral performance.

- Counseled students and families on methods to promote education and help family provide positive learning experience for their student at home and school.
- Facilitated two Why Try groups.
- Helped facilitate Provo Attendance Court and managed a caseload as Provo School District Truancy School Officer for elementary schools.

PROFESSIONAL AFFILIATIONS, CERTIFICATIONS, & MEMBERSHIPS

University Academic Centers and Institutes Steering Committee	November 2021 – Present
University Teaching Committee member	August 2021 - Present
University of Utah Conflict of Interest Senate Committee member	September 2019 – June 2022
National Staff Development and Training Association Executive Advisory Council Member	July 2019 - Present
First Star Academy University of Utah Steering Committee member	August 2016- Present
National Human Services Training Evaluation Symposium Steering Committee (NHSTES) member	May 2014- July 2018
Council on Social Work Education (CSWE) member	May 2014- Present
Society for Social Work Research (SSWR) member	December 2013- Present
California Evidence Based Clearinghouse Advisory Committee (CEBC) member	January 2016-July 2016
Certified Trainer for Bridges out of Poverty	March 2013- July 2016
Phi Kappa Phi Honor's Society	May 2012
Certified Arbinger Institute Facilitator	November 2010- Present
Certified QCR Reviewer	2008- 2016
Certified Utah Child Adolescent Need's and Strengths (CANS) Assessment	2008- 2015

LANGUAGES

- Fluent in Russian

MISCELLANEOUS

Translator & Interrogator	April 1999 – April 2007
Utah Army National Guard, Operation Iraqi Freedom/Operation Enduring Freedom (OIF/OEF)	
Veteran, Honorable Discharge	