

**Melissa Raymelle Floyd-Pickard, Ph.D., LCSW**  
*Curriculum Vita*

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**CURRENT POSITION**

Department Chair  
Department of Social Work  
August 2013 to present

Professor, University of North Carolina at Greensboro  
Department of Social Work  
2013 to present

**PROFESSIONAL EDUCATION**

Doctor of Philosophy in Social Work; The Virginia Commonwealth University, School of Social Work; *Dissertation Title: Professional dissonance among social workers: The collision between values and job tasks in mental health practice. Chair: Dr. Kia J. Bentley, 2002.*

Master of Science in Social Work. The Virginia Commonwealth University, School of Social Work; *Mental Health Concentration, 1994.*

Bachelor of Arts. Miami University, Oxford, Ohio; *BA's in Political Science and Psychology, Minor in Social Work, 1992.*

**CERTIFICATIONS**

State of North Carolina Licensed Clinical Social Worker, (LCSW, C004414), continuously since 2003

State of Virginia Licensed Clinical Social Worker 1997-2003

**ACADEMIC EXPERIENCE**

2013 to present                      Chair, and Professor, Department of Social Work

Revised 9/17

2007 to 2013 Associate Professor (Tenured) of Social Work, University of North Carolina at Greensboro, Department of Social Work and Bachelor of Social Work Program Director

2002 to 2007 Assistant Professor of Social Work, University of North Carolina at Greensboro, Department of Social Work

1997-2001 Adjunct Professor of Social Work, Virginia Commonwealth University School of Social Work Richmond, Virginia; BSW & MSW

#### **CURRENT PRACTICE EXPERIENCE**

**2017 Clinical Director at Peacehaven Community Farm in Whitsett, VA. Part-time position.**

#### **LEADERSHIP TRAININGS**

**2016-2017 Head Chair Liaison to the Dean of HHS**

**2013 UNC System Training for New Department Chairs**

**2014-2015 UNCG Leadership Institute, Mentor: Chancellor Linda Brady**

**2015-2016 Leadership Academy on Aging through the National Association of Deans and Directors of Schools of Social Work**

#### **ADDITIONAL ADMINISTRATIVE EXPERIENCE**

**1993-2002 Various supervisory positions in Columbia HCA, Healthcare at John Randolph Medical Center and Chippenham Medical Center in Richmond, Virginia.**

## **PUBLICATIONS**

### Books

**Floyd, M.R.** (2012). *Social work practice workbook: Experience in action*. Kendall Hunt Publishing.

### Articles Published in Refereed Publications

1. Hash, K. M., Poole, K. J., Floyd, M., Tower, L. E., Moore, C. D., & Rogers, A. T. (2016). Innovative experiential learning activities in aging: Lessons learned from four BEL projects. *Journal of Teaching in Social Work*.
2. **Floyd, M. R.** & Cook, S. W. (2013). Value Identification as the Basis for a Program Evaluation. *Journal of Values and Ethics in Social Work* 10 (1). *Online Journal copyright ASWB*.
3. **Floyd, M. R.** (2013). Involuntary mental health treatment: The mental health consumer as expert. *Journal of Progressive Human Services* 24(3) 187-198.
4. **Floyd, M. R.**, & Gruber, K. J. (2011). Student perceptions of challenging family problems: Building bridges to acceptance. *Journal of Teaching in Social Work*, 31, 65-78.
5. **Floyd, M.R.**, & Rhodes, D. (2011). Unforeseen implications of regulation in clinical practice. *Clinical Social Work Practice*, 39, 308-314).
6. **Floyd, M.R.**, Scheyett, A., & Vaughn, J. (2010). Experiences of consumers with mental illness in the jails of North Carolina: Lessons for policy change. *Journal of Policy Practice*, 9(1), 54-64.
7. Owen, J. & **Floyd, M. R.** (2010). Negotiated coercion. *Journal of Ethics and Social Welfare*, 4(3), 297-300. *UK peer reviewed journal. \* International\**
8. **Taylor, M. F.** & Lorenzo-Schibley, J. (2010). Evaluation partnerships between the university and local agencies: The Clubhouse as example. *Social Work in Mental Health*, (8)2, 134-139.

9. Scheyett, A., Vaughn, J., & **Taylor, M.F.** (2009). Screening and access to services for individuals with serious mental illnesses in jails. *Community Mental Health, 45*(6), 439-446.
10. Scheyett, A., Vaughn, J., **Taylor, M.F.**, Paris H. S. & Helm, D. (2009). Screening for intellectual and developmental disabilities in jails: Are we there yet? *Journal of Intellectual and Developmental Disabilities, 47*(1), 13-23.
11. Taylor, M. F. (2007). Professional dissonance: An important concept for clinical social work. *Smith College Studies in Social Work, 77* (1), 89-100.
12. Gruber, K.J. & **Taylor, M. F.** (2006). A family perspective for substance abuse: A critical review of the literature. *Social Work Practice in the Addictions, 6*,1/2, 1-29.
13. Nsonwu, M. B., & **Taylor, M. F.** (2006) Operationalizing diversity issues in lead safety education. *Journal of Immigrant and Refugee Services, 4*(3), 115-119.
14. **Taylor, M. F.** (2006). Is self-determination still important? What seasoned social workers are saying. *Journal of Social Work Values and Ethics, 3*(1), online.
15. **Taylor, M. F.** & Bentley, K .J. (2005). Professional dissonance among social workers: The collision between values and job tasks in mental health practice. *Community Mental Health Journal, 41*(4), 469-480.
16. **Taylor, M. F.** (2005). Social workers and involuntary treatment in mental health. *Advances in Social Work, 6*(2), 241-252.
17. **Taylor, M. F.** & Bentley, K. J. (2004). Changing conceptualizations of mental health and mental illness: Implications for “brain disease” and “behavioral health” for social work. *Social Work in Mental Health, 2*(4), 1-16.
18. Walsh, J., Farmer, R., **Taylor, M. F.**, & Bentley, K .J. (2003). Ethical dilemmas about psychiatric medication: Results of a national study of practicing social workers. *Social Work in Mental Health, 1*(4), 91-105.

Book Chapters

1. **Floyd, M. R.** (2013). *Involuntary Treatment*. Encyclopedia entry in Michael Shally-Jensen, *Mental Health Care Issues in America: An Encyclopedia—(E-Book)*.
2. **Floyd, M. F.** (2012). Professional dissonance. *Entry in Encyclopedia of Immigrant Health* (pp.1228-1229)., *Sana Loue & Martha Sajatovic, Eds.*, Springer, NY: NY.
3. **Floyd, M. R. (2012)**. *Case 3.1: Issues of choice and coercion: Working in a psychiatric hospital in the USA* (pp. 77-79). Banks and Nohr's *Practising Social Work Ethics Around the World: Cases and Commentaries* and Floyd, M. R. (2012). **Commentary on: Vicious Cycle**. (pp. 176-178). Published in Banks and Nohr's *Practising Social Work Ethics Around the World: Cases and Commentaries*. London: Taylor & Routledge. *\*International\**
4. Bentley, K.J., Walsh, J., Boyd, S., & **Taylor, M.F.** (2007). Schizophrenia. In B. Thyer and J. Wodarski (Eds.), *Social Work in Mental Health: An Evidence-Based Approach* (pp. 251-286). Hoboken, NJ: John Wiley and Sons.
5. Gruber, K. J. & **Taylor, M. F.** (2006). A family perspective for substance abuse: Implications from the literature. In S. L. Straussner and C. H. Fewell (Eds.), *Impact of Substance Abuse on Children and Families: Research and Practice Implications*, Haworth Press. NOTE: This chapter also simultaneously published as an article listed above.
6. **Taylor, M. F.** (2006). Putting values into practice: Involuntary interventions and Mental Health Social Work. In J. Rosenberg and S. Rosenberg, (Eds.), *Community Mental Health: Challenges for the 21<sup>st</sup> Century*. (pp. 73-82). NY, NY: Routledge.
7. Walsh, J., Farmer, R., **Taylor, M. F.**, & Bentley, K. J. (2003). Ethical dilemmas about psychiatric medication: Results of a national study of practicing social workers. In K. J. Bentley, (Ed.), *Psychiatric Medication Issues for Social Workers, Counselors, and Psychologists*. (pp. 91-105). Haworth Press. NOTE: This chapter also simultaneously published as an article listed above.

8. Bentley, K. J., & **Taylor, M. F.** (2002). Is outpatient commitment a step forward for mental health clients? In H. J. Karger & J. Midgeley (Eds.), *Controversial issues in social policy, (2<sup>nd</sup> Ed.)*. (pp. 187-199). Boston: Allyn and Bacon.
9. Bentley, K. J. & Taylor, M. F. (2002). A vision of excellence for social work practice in contemporary mental health settings. In K. J. Bentley (Ed.) *Social work practice in mental health: Contemporary roles, tasks and techniques*. (pp. 1-17). Pacific Grove, CA: Brooks/Cole-Wadsworth.

#### Other Publications

1. Floyd, M. R. (in press). A review of Malcolm Payne, 2011 *Humanitarian social work. Ethics and Social Welfare. \*International\**
2. **Floyd, M. R.**, (in press). A review of Phil Barker, 2011, *Mental health ethics: the human context. Ethics and Social Welfare. \*International\**
3. **Floyd, M. R.**. (2010). A review of Derek Clifford and Beverley Burke, 2009, *Anti-oppressive ethics and values in social work. Ethics and Social Welfare* 4(3), 314. *\*International\**
4. **Taylor, M. F.** (2008). A review of Jill Florence Lackey, 2006, *Accountability in Social Services: The Culture of the Paper Program. Ethics and Social Welfare. \*International\**
5. **Taylor, M. F.** (2008). A review of Audrey Leathard and Susan McLaren (Eds), 2007, *Ethics: Contemporary challenges in health and social care. Ethics and Social Welfare. \*International\**
6. **Taylor, M. F.** (2007). A review of R. Hugman's (2005), *New Approaches in Ethics for the Caring Professions. Ethics and Social Welfare. \*International\**
7. **Taylor, M. F.** (2004). Book Review of Lauren Slater's, *Love works like this: Moving from one kind of love to another. Community Mental Health Journal, 40(3), 275-276.*
8. CONTRIBUTOR: Case Study *Fried Chicken and Warts* for J. Walsh's (2003) *Endings in Clinical Practice: Effective Closure in Diverse Settings*, pp. 190-191. Lyceum Books: Chicago, IL.

Technical Reports

1. **Proposal to Plan: A Joint Doctoral Program in Social Work at NCATSU and UNCG (2016) approved by GA in November 2016.**
2. **Request to Establish: A Joint Doctoral Program in Social Work at NCATSU and UNCG (2017), Submitted to UNC GA on 9/25/17. Pending approval.**
3. Lindsey, E. W., **Floyd, M. F.** & Dunlap, K. (2012). *CSWE Self-Study for Reaffirmation of the Undergraduate Social Work Program at the University of North Carolina, Greensboro.*
4. Lindsey, E. W., Claes, J. A., & **Taylor, M. F.** (2009). *Five Year Departmental Review for Social Work UNCG.*
5. **Taylor, M. F.** (August, 2008). *United Way of Greater Greensboro Thriving at Three Program Evaluation Final Report.* Greensboro, NC: United Way of Greater Greensboro.
6. **Taylor, M. F.** (June, 2007). *Experiences of Consumers with Mental Illness and Developmental Disabilities and their Collaterals in the Jails of North Carolina.* Raleigh, NC: NC Governor's Advocacy Council for Person's with Disabilities.
7. **Taylor, M. F.** (May, 2007). *Crisis Intervention Team Program Outcomes for 2005-2006: The First Year's Data.* Raleigh, NC: Wake County LME.
8. **Taylor, M. F.** (April, 2007). *Club Horizon: Personnel Interview Report.* Knightsdale, NC: Club Horizon.
9. **Taylor, M. F.** (December, 2006). *Sanctuary House: Personnel Interview Report.* Greensboro, NC: Sanctuary House, Inc.
10. **Taylor, M. F.** (March, 2006) *Alamance Jail Diversion Program Needs Assessment.* Alamance County, NC: Alamance LME.
11. **Taylor, M. F.** (January, 2004). *Customer Satisfaction at Sanctuary House.* Greensboro, NC: Sanctuary House, Inc.

## EXTERNALLY FUNDED GRANTS, CONTRACTS, AND PROPOSALS

**Key: BOLD = funded, italics = pending or not funded**

**2017-2020**                    **HRSA Behavioral Health Workforce Education and Training for Professionals Grant:1.9 million, SAMSHA**

*January 2017*                *Hydroponics at Peacehaven: A Seed Grant proposal from Social Work, Nanoscience, Nutrition and Communication, not funded.*

**2015, 2016**                    **Service Contract with Peacehaven Farm, Inc. \$10,000**

*January 2016*                *SAMSHA SBIRT Training Grant 648,866, not funded.*

**May 2014-July 2018** **HRSA Behavioral Health Workforce Education and Training for Professionals Grant: 1,052,000. Fully Funded.**

**7/2008-6/2010**                **Council on Social Work Education (CSWE) Gero-Ed Center, fully funded \$7500 by Hartford Foundation, *BSW Experiential Learning Program.***

**11/2005-11/2006**                **North Carolina Governor's Advocacy Council for Person's with Disabilities, fully funded \$38,985**  
*A Study Of The Experiences Of Persons With A Mental Illness Or Developmental Disability And Their Collaterals In The Jails Of North Carolina*

**8/2005-5/2006**                **Alamance County MH/DD/SA, \$500**  
*A Post-Booking Jail Diversion Needs Assessment of Alamance County.*

**11/2003-11/2004**                **Sanctuary House External Contract, \$1,500 Contracted for program evaluation. Completed customer satisfaction survey January 2004.**

## JURIED STATE, NATIONAL, AND INTERNATIONAL PRESENTATIONS

1. Hash, K., Tower, L., Poole, K.J., Moore, C., Rogers, A., & **Floyd, M. R.** (2013). Lessons from BEL Projects at Four Universities. BPD Annual Program Meeting: Myrtle Beach, SC.

Revised 9/17



2. **Floyd, M.R.** & Rhodes, D. (July, 2012). Protecting authenticity while still protecting your practice. NASW NC Summer Institute: Wilmington, NC
3. **Floyd, M.R.** & Rhodes, D. (July, 2011). Fostering a supervisory relationship that allows for mistakes. NASW NC Summer Institute: Wilmington, NC.
4. **Floyd, M. R.** & Rhodes, D. (November, 2010). Keynote: Protecting an authentic understanding of ethics in an age of litigation. NASW NC Fall Conference: Asheville, NC.
5. Scheyett, A., Vaughan, J. & **Taylor, M. F.** (January, 2007). Mental health screenings in NC jails. 2007 Society for Social Work Research, Washington, DC.
6. Nsonwu, M. B., & **Taylor, M. F.** (September, 2006). *Providing a culturally competent lead safety education program for refugees and immigrants*, 2006 Refugee and Immigrant Conference, Chicago, Illinois.
7. **Taylor, M. F.** (September, 2006). *A family perspective on substance abuse*. Guilford County Substance Abuse Coalition, 4<sup>th</sup> Annual Symposium, Greensboro, North Carolina.
8. **Taylor, M. F.** (2006). *Is self-determination still important? What seasoned social workers are saying*. Paper presented at the Annual Program Meeting of the Council on Social Work Education, Chicago, Illinois.
9. **Taylor, M. F.**, & Gruber, Kenneth J. (2005). *Increasing family focus in substance abuse research*. Guilford County Substance Abuse Coalition, 3<sup>rd</sup> Annual Symposium, Greensboro, North Carolina.
10. **Taylor, M. F.** (2004). *Social workers and involuntary treatment*. Poster presented at the 8<sup>th</sup> Annual Conference for the Society of Social Work and Research, New Orleans, Louisiana.
11. **Taylor, M. F.**, & Lorenzo-Schibley, J. (2003). *Establishing an outcome indicator protocol for a new clubhouse*. Paper presented at the Annual Conference of the International Association of Psychosocial Rehabilitation Services, Atlanta, GA.
12. **Taylor, M. F.** (2003). Dialogue and Debate of Slater's, *Love works like this: Moving from one kind of love to another*. Led session for The First National Internet Conference on Social Work and Psychopharmacology.

13. **Taylor, M. F. & Bentley, K. J. (2003).** *Professional dissonance among social workers: The collision between values and job tasks in mental health practice.* Paper presented at the 7<sup>th</sup> Annual Conference of the Society for Social Work and Research, Washington, D. C.
14. **Taylor, M. F. & Bentley, K. J. (2000).** *Changing conceptualizations of mental health and mental illness: Implications for social work education in the 21<sup>st</sup> century.* Paper presented at the 46<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, New York City, NY.

## **DOCTORAL COMMITTEES**

Committee Member and Content Expert for Derek Chechak, School of Social Work, Memorial University of Newfoundland, St. John's, NL, Canada **\*International\***

Committee Member for Rosalie Parrish, Department Special Education, UNCG,  
*Completed January, 2009*

Committee Member for Jennifer A. Clark, Department of Curricular Instruction, UNCG,

Committee Member for Troy Martin, Department of Educational Leadership and Cultural Studies, UNCG

## **COMMUNITY AND PROFESSIONAL SERVICE**

2015 April                    **Invited Training:** The role of religion and spirituality in working with people diagnosed with severe and chronic mental illness, Behavioral Health Faith Summit, Greensboro, NC

**2015, 2014 February Invited Training:** Protecting an authentic understanding of ethics, Cone Health System

**2013 December**            **Invited Training:** Protecting an authentic understanding of ethics, Randolph County Hospice.

**2001-2013**                    **Clinical Supervisor of LCSW-A social workers for Licensure (7 clinicians)**

**2002-2013**                    **Sanctuary House, Greensboro, North Carolina**

Revised 9/17

Work with staff and members to implement an outcome indicator protocol to aid with quality assessment. Supported grant-writing activities. **Appointed as Board Member December 2005-2006.**

- 2013 April**      **Invited Training:** *Ethics and social work practice* with Dr. Sharon Cook. NCA&T & UNCG Field Celebration
- 2012**              **Reviewer:** *Clinical Social Work Journal*
- 2011 June**        **Invited Training:** *The Healthy, Ethical, Healing, Helping Relationship* Family Services of the Piedmont, Greensboro, NC.
- 2010 April**        **UNCG Professional Development Symposium**  
*Medication and Ethics*
- 2010 April**        **Mental Health Association of Greensboro Conference**  
*All Dual Diagnoses are Not Created Equal*
- 2010 April**        **JMSW Alumni Annual Meeting**  
*Ethics, with Daniel Beerman and Daniel Rhodes*
- 2008 September**    **Invited Training:** *Dual Diagnosis.* Family Services of the Piedmont, Greensboro, NC.
- 2008 June**        **Invited Training:** *Mental status and screening for mental illnesses.* Family Services of the Piedmont, Greensboro, NC.
- 2008 May**         **Speaker:** *People with mental illness and jails.* National Alliance for Mentally Ill, Alamance, NC.
- 2008 April**        **Invited Training:** *The mentally ill inmate: Problems, solutions and action planning.* Annual Jail Health Update Conference for the North Carolina Institute of Public Health.
- 2007**              **Panelist:** Open/NET television program about people with mental illness in North Carolina jails.
- 2007**              **Reviewer:** *Journal of Rural Mental Health*
- 2006-2009**        **Consulting Editor for** *Journal of Baccalaureate Social Work.*

- 2004-2009**                    **Council on Practice Methods and Specializations**  
Council on Social Work Education, national, accrediting body of the social work programs. Three year term expires 2007.
- 2005 June**                    **Invited Workshop:** *Involuntary Treatment and You* for North Carolina Mental Health Consumers Organization, Raleigh, NC.
- 2005 April**                    **Training:** *DSM-IV in the Clubhouse Setting* for Sanctuary House, Greensboro, NC.
- 2004**                            **Protection and Advocacy for Persons with Mental Illness (PAIMI) Committee, State of North Carolina**  
Branch of the **Governor's Advocacy Council for Persons with Disabilities (GACPD)**. Resigned -8/2005 to pursue research for GACPD.
- 2002 September**            **Invited Presenter:** *Social Work Ethics: Complex Issues and Difficult Choices*, for AHEC, Greensboro.

## **PROFESSIONAL MEMBERSHIPS**

**National Association of Social Workers**

**Council on Social Work Education**

**National Association for Deans and Directors of Schools of Social Work**

## **UNIVERSITY, SCHOOL, AND DEPARTMENTAL SERVICE**

- 2016-2017**                    **Chair Liaison to the Dean for HHS Chairs Council**
- 2008-2017**                    **Joint Ph.D. in Social Work, Working Committee**
- 2015-2016**                    **Chair, University Values Ad-hoc committee**
- 2014**                            **UNCG Faculty Welfare Committee**
- 2014**                            **UNCG Professional Development Symposium Committee**
- 2013-present**                **Department Chair, Social Work**

Revised 9/17

<b>2007-2013</b>	<b>Undergraduate Program Director, Social Work Department</b>
<b>2004-present</b>	<b>HHS/HES Curriculum Committee, Chair from 2009-2011</b>
<b>2002-present</b>	<b>BSW Program Committee</b>
<b>2011-2012</b>	<b>Academic Program Review Committee Member (HHS)</b>
<b>2010-2011</b>	<b>Co-Chair UNCG/NCA &amp; T Joint PhD Planning Committee</b>
<b>2010</b>	<b>Search Committee Chair, Assistant Professor</b>
<b>2010</b>	<b>Search Committee Chair, Visiting A. P. Instructor</b>
<b>2010-2011</b>	<b>Student Learning Enhancement Committee (University)</b>
<b>2007- 2010</b>	<b>General Education Curriculum Committee, <i>member of By-Law Sub-committee, Participant in GEC Summer Workshop Summer 2008.</i></b>
<b>2005-2010</b>	<b>HES Teaching Excellence Awards Committee</b>
<b>2006-2007</b>	<b>Institutional Review Board Member</b>
<b>2002-2005</b>	<b>BSW Student Organization Advisor</b>
<b>2002-2007</b>	<b>Departmental Library Representative</b>
<b>2004</b>	<b>University Search Committee, Director Disability Services</b>
<b>2002-2003</b>	<b>Race and Gender Committee</b>

## **COURSES TAUGHT**

### ***University of North Carolina Greensboro***

SWK 215	Introduction to Social Work
SWK 250	Data Analysis for Social Workers
SWK 315	Social Work with Diverse and Vulnerable Populations
SWK 325	Social Work Research Methods

Revised 9/17

SWK 411	Social Work Methods
SWK 413	Field and Field Seminar
SWK 504	Practice with Individuals, Families and Groups (MSW)
SWK 510	Clinical Assessment in Social Work (MSW)
SWK 552	Social Work with the Mentally Ill
SWK 555	Social Work and Substance Abuse Practice
Honors Seminar	Images of Mental Illness in Contemporary Art Forms

*Virginia Commonwealth University*

SLWK 230	Communication in the Helping Process
SLWK 330	Person in Society II
SLWK 332	Social Work Practice Fundamentals
SLWK 604	Social Work Practice with Individuals, Families and Groups I (MSW)
SLWK 605	Social Work Practice II (MSW)
SWK 610	Human Behavior in the Social Environment II (MSW)

**SOCIAL WORK PRACTICE EXPERIENCE**

May 2017 to present	Clinical Director for Peacehaven Community Farm, Whitsett, North Carolina (part-time position)
12/06-8/13	Clinical Program Advisor for Sanctuary House, Greensboro, North Carolina (consultant position)
2006-present	Clinical Supervisor for LCSW-A's
8/98-8/02	Mental Health and Substance Abuse Social Worker, Tucker Pavilion, Richmond, Virginia
5/97-8/98	Program Coordinator for <b>Adult</b> Inpatient Behavioral Health, John Randolph Medical Center, Hopewell, Virginia
8/96-5/97	Program Coordinator for Inpatient <b>Adolescent</b> Behavioral Health, John Randolph Medical Center, Hopewell, Virginia
6/95-8/96	Program Coordinator for Inpatient <b>Substance Abuse</b> Services, John Randolph Medical Center, Hopewell, Virginia

Revised 9/17