

Military and Veterans Studies

Mary Ann Forgey
Karen Green-Hurdle *Editors*

Military Social Work Around the Globe

 Springer

Military and Veterans Studies

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David L. Albright, School of Social Work
University of Alabama
Tuscaloosa, AL, USA

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Editors

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Editors

Mary Ann Forgey
Graduate School of Social Service
Fordham University
New York, NY, USA

Karen Green-Hurdle
Department of Veterans Affairs
(North Queensland)
Open Arms Veterans & Families
Counselling
Townsville, QLD, Australia

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Foreword

Military personnel and their families, just like any other group of people, need access to social work services that address their unique needs. Military communities, while diverse across countries with different cultures, norms, and socio-economic status; have many commonalities that differentiate them from civilian communities. Consequently, a unique form of social work is needed for military communities – a form that is rooted in generic social work, but also is responsive and tailored to meet unique military community needs. This book is thus a very welcome and much needed compendium, showcasing the range of military social work services across multiple countries.

There has not been a great deal written on international military social work. In 1999, James G. Daley concluded his book on American *Social Work Practice in the Military*, with a call for an international perspective on military social work (Daley 1999). He followed this in 2003 with the article, “Military social work: A multi-country study,” which included only four countries (the US, Finland, China, and South Africa) (Daley 2003). Daley in a 2006 editorial titled, “Building an international military social work focus,” points again to the importance of military social work and the need for international comparative research and sharing (Daley 2006).

And so, it is with great delight that we receive the publication of the first international book on military social work, *Military Social Work Around the Globe*, co-edited by Mary Ann Forgey and Karen Green-Hurdle. This book is personally meaningful, as I was employed as a military social worker for the first 17 years of my career; rising to the rank of Lieutenant Colonel and Deputy Director of the Military Health Research Centre, which included a Social Work Research and Development Department, both of which I started. During my years as practitioner, researcher, and manager I saw the great potential that military social work has not only to provide support to military members and their families, but also to shape the way the military thinks about and utilizes its human resources, the nature of military culture, the policies and procedures adopted by the military, and the cultivation of the military community within broader social welfare and human rights discourses. This was particularly evident in my experience of being a military social worker

during the transition from the apartheid regime to a democratic, non-racial government (Turton and Van Breda 2020).

This book emerges out of an extensive and creative process of mobilizing a previously rather disconnected and often invisible group of social workers, which could serve as a model for others wanting to do global comparative studies. In 2016, Forgey and Green-Hurdle collaborated on a multinational study on military social work. This promised to be (and indeed is) the largest multi-country study on military social work. The study confirmed the existence of military social work in 25 countries, and interviews were conducted with subject matter experts from 15 countries. In April 2019, a 3-day roundtable conference was convened at the West Point military base in New York, hosted by Fordham University and attended by representatives from 15 countries. This group continues to meet regularly under the title “International Military Social Work Consortium.” This book is one of several outputs of this initiative.

This book draws together the approaches to military social work across multiple countries; giving attention to the history of military social work, the settings in which military social workers operate, various approaches to or constructions of military social work, research on military social work, ethical tensions in military social work, the education and training of military social workers, and future directions of military social work services. Each chapter provides an excellent picture of military social work in that country, who is working, and how they work. Together the chapters show various areas of commonality and other areas of difference, and in doing so, point towards ongoing work in the evolution of military social work.

I think it is important for military social workers to define themselves as *military* social workers, and not just social workers who work with military personnel (Van Breda 2012). There is a difference in professional identity when one thinks of military social work as a field of practice requiring a unique knowledge and skill set that is different from, for example, child and family social work. Furthermore, the adoption of an explicit “military social work” professional identity helps position one as a hybrid of a military person and a social worker, both part of the military system and also part of the social work system. These systems may have conflicting values and approaches, which can create ethical dilemmas, as some chapters highlight. A military social work professional identity is important in helping navigate the narrow path between these, as exemplified in the notion of binocular vision that is part of the South African military social work theory (Van Breda and Du Plessis 2009).

This book is an important step towards cultivating an evolving sense of professional identity (Roulston 2020). As each participating country articulates their history, work, personnel, position, and values; they are increasing awareness and consciousness about their form of military social work practice. Articulating one’s work is an important step in developing professional identity. Moreover, the co-location of these narratives in one book allows for critical reflection on one’s own construction of military social work in relation to the constructions of other countries. We have probably all had that experience of visiting another country or culture and suddenly “seeing” one’s own previously invisible or taken-for-granted culture by the difference in this new space. This book offers this opportunity to military

social workers, not only in the 14 included countries, but also other countries that are not part of this book.

The comparative analysis that this book offers, which is pulled together by the editors in the final chapter, initiates a larger practice of conceptualizing a global military social work identity. For example, many chapters deliberate on the relative importance of clinical or medical social work versus occupational social work. Some countries are strongly aligned with one or other, and some see the value of both. Teasing out these approaches and weighing their strengths and limitations in each context is an important part of conceptualizing military social work.

Arguably South Africa, more than most countries, has been deliberate in working to develop a theory or model of military social work with its concepts of binocular vision, practice positions, client systems, and a practice model (Van Breda 2012). This is not to say that their ideas are the correct or best ones, but they do illustrate the need for developing the field itself. Most of the research emerging from military social workers has focused on specific issues or treatment approaches, such as trauma, substance use, and domestic violence. What has been lacking is research and writing on military social work *per se*. This kind of work is important for building the field, with this book making an important contribution to this development by focusing on the *de facto* construction of the field in various countries. It is hoped that this will precipitate further work on developing, theorizing, and modelling in the field of military social work.

The aim of this book is not to develop military social work as an end in itself, but as a means to a greater end of strengthening military personnel, veterans, military families, and the military community across the world. Military individuals, groups, and communities face considerable stress in their work that can negatively impact their capacity to flourish and embody social justice, compassion, and empathy. A military colleague of mine used to say that the job of military social workers is to humanize the military – I think there is still much truth in this, as military work can be hard on the soul. The global definition of social work (IASSW 2014) emphasizes the “principles of social justice, human rights, collective responsibility and respect for diversities” and states that social work “promotes social change and development, social cohesion, and the empowerment and liberation of people.” With its roots in such values, military social work is ideally placed to ensure the full humanity of the military community through working at the micro-macro interface (Olson 2018).

This book will be of interest and value to all military social workers; from the most junior to the most senior, from the countries represented in the book, and from countries not represented. It will also be of relevance to countries that are considering starting up a military social work service, such as Slovakia, which will launch such a service at the end of 2022. The book will be of relevance to academics teaching social work, particularly occupational social work and employee assistance or wellness programs, as well as clinical social work and those teaching or considering teaching military social work. This book furthermore is an invaluable resource for military social work scholars – those who seek to research military social work and build theories and models for military social work. Finally, this book will help to

place military social work in the core cluster of fields of international social work practice. Congratulations to the editors and authors for producing this book.

Professor of Social Work, Head of Social Work
and Community Development
University of Johannesburg, Johannesburg, South Africa

Adrian D. van Breda

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Preface

The purpose of this book is to cultivate an international understanding of military social work, hereafter referred to as MilSW, and how it is practiced by uniformed and civilian social workers within the defense organizations of the countries contributing to this book. This focus on MilSW practice specifically within defense organizations (and not in veteran settings) was deliberate and done out of recognition for the unique aspects of this specific role, and the importance of establishing a more global understanding of fundamental similarities and differences of this field of practice.

The knowledge generated by this book will inform military social workers and defense organizations worldwide about how social workers are assisting service members and their families in dealing with the common challenges that are unique to military life. This comparative international lens will also provide fertile ground for social work students and educators worldwide to consider possibilities of this field of practice in their country, or to develop a deeper and more critical understanding of how MilSW is being practiced within their own country. The international landscape provided within this book will also provide a rich source of ideas for researchers interested in conducting more in-depth analysis of some of the practice issues identified, and in expanding the inquiry of this specialist field to countries beyond those included in this book.

Organization

This book contains a total of 18 chapters. In the first chapter, the co-editors describe the origins of how the idea for collaborating on an international MilSW project came to be, and the developmental steps that enabled this book to become a reality. The strategies used to identify countries practicing MilSW and their subject matter experts are also described, along with the consequential international partnerships that were formed, and that allowed this book to come to fruition.

In Chaps. 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 14, representatives from 11 countries describe MilSW practice within their country's defense organization. These chapters are organized alphabetically by country name, and each country, other than the United States of America (US), contributed one chapter to this section. Due to the breadth of MilSW practice and education in the USA, it was deemed necessary to have three chapters from the USA. Two of the chapters address the scope of uniformed and civilian MilSW practice and a third chapter describes MilSW education within the USA. Separating the US contribution into three separate chapters allowed for the necessary detail to be provided; however, it also resulted in some overlap of content in relation to history, uniformed and civilian social work roles, practice settings, and approaches. While much ground was covered within the US chapters, it is important to note that MilSW practice within the Reserves, the National Guard, and the US Public Health Service was not able to be addressed. Given the critical role of military social workers within each of these services, most recently in relation to COVID, this is a critical part of the US MilSW landscape that needs further inquiry.

Within the chapters that describe the scope of MilSW practice within a specific country (Chaps. 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 14), the following subjects are addressed:

- History of MilSW
- Practice settings and roles
- Practice orientation and approach
- MilSW role in military to civilian transition (and integration)
- Ethical issues
- MilSW education and training
- Major challenges and future directions
- Conclusion

In general terms, Chaps. 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 14 are structured using these subject headings; however, to respect the unique story of each country's MilSW journey, current practice landscape, breadth of services, and the way in which the chapter authors' chose to convey their story, there is some variability with the headings, the sequencing of the topics, and the extent to which each subject is addressed. It is noted that some have also added supplementary material that is significant to the way in which MilSW is practiced in a particular country.

In addition to the aforementioned topics, following the advent of COVID and the reignition of the Black Lives Matter (BLM) movement following the death of George Floyd in the US, chapter authors were given the opportunity after they had submitted their drafts to provide additional content in relation to any specific activities military social workers within their country were doing to address COVID and social justice issues, particularly in relation to racial inequities spotlighted by the BLM movement. In response to this request, some authors provided additional content to their previously submitted drafts.

Chapters 15, 16, and 17, also organized alphabetically, address the status of MilSW in Japan, Slovakia, and Ukraine, countries that do not have MilSW but

where there was interest or efforts underway to develop it. In Chap. 15, authors from Japan describe the need and potential for MilSW in Japan, while Slovakia outlines the concrete plans that are in place within their defense organization for MilSW to be established in late 2022 in Chap. 16. In the Ukraine chapter (Chap. 17), the importance of developing MilSW is described; however, it is critical to note that the chapter was written prior to the 2022 Russian invasion. Although the need for MilSW remains extant, the implications of the Russian invasion on its development are not addressed.

The final chapter (Chap. 18) written by the co-editors highlights the most significant similarities and differences described by the authors in the previous chapters. Overall, this international perspective revealed some similar dynamics in the development of MilSW within certain countries and the ethical issues encountered when working as a social worker within a defense organization. Similarities in practice were identified along with some profound differences, particularly in relation to the settings in which it is practiced and how the setting itself can impact the practice that is undertaken. Not surprisingly, some more obvious differences between countries that have conscription (as opposed to an all-volunteer military force) were identified. The extent to which social workers employed by their defense departments are responsible for assisting with the military to civilian transition and integration processes was also found to vary widely across countries. This knowledge may be beneficial to the many countries that are currently grappling with this common challenge.

Editing Challenges

Addressing MilSW from an international perspective involving authors from 14 different countries presented a unique set of editing challenges. Differences in the terminology used for key concepts as well as unfamiliar terminology, language translation difficulties, and spelling variations were all challenges that required time for understanding the difference and for making decisions as to how to address these differences as fairly and consistently as possible.

One of the main terminology differences encountered was the different way in which some countries used the term “veteran.” For some countries, “veteran” only referred to former service members, whereas in other countries “veteran” was more inclusive and referred to any service member who had served for a specific period of time. To alleviate confusion for the reader about the meaning of this term, which is central to MilSW, the meaning of veteran in the context of their country is explained by authors within their chapters.

Another key difference identified during the editing process was that not all countries use this term “military social worker” to describe social workers who practice within the military. Some describe this practice as “occupational social work” within the defense forces. Others did not use the term “social worker” in defining these positions and instead defined the role more by job function, e.g.,

Mental Health Officer, Behavioral Health Provider, which were also positions shared by other disciplines. To respect these differences, but also to avoid any confusion on the part of the reader, these differences were made as explicit as possible in each chapter. The implications of these different terms being used for MilSW were also further discussed in the comparison chapter.

Another issue that required resolution when editing an international book in English was the different spelling of words depending on the country's established use of British or American English. To respect each country's choice of English language usage, the spelling used within their country was maintained. As a result, the reader will notice that there are different spellings for the same concept among the various chapters depending on whether the author is using British English, e.g., "defence" or American English, e.g., "defense."

Given that at least six of the chapters were written by authors for whom English was a second language, there were also language translation and interpretation challenges. At times, terms were used that did not necessarily have a common English equivalent. For example, in the Netherlands the term "intervision" was not recognized by the editors as a word used in English and as a result initially was thought to be a typo. After discussion with the chapter authors, we learned that it shares some features of supervision and coaching, but is also a separate and defined process for inter-collegial discussion around a professional service issue. There were also translation difficulties involving the use of a term in English that did not seem to convey the true meaning intended by the author. To ensure that the author's true meaning was conveyed, discussion was sometimes required to understand the underlying meaning of the concept and to find the most accurate English translation. For example, Denmark initially used the term "sparring partner," the meaning of which was unclear to the editors. Clarification with the chapter authors revealed that the term "advocate" was the suitable replacement.

In describing and documenting what exists in relation to MilSW within defense departments worldwide, this book adds significantly to what was a relatively unknown international MilSW knowledge base. However, this book should be viewed as a window to envisage the potential for what more needs to be understood about MilSW from an international perspective in *all countries* that have MilSW since not all contributed to this book. Furthermore, as military forces adapt and respond to new frontiers and challenges around the world from war efforts to pandemics to humanitarian crises and natural disasters, military social workers must also adapt and respond accordingly to ensure that new emerging needs are proactively addressed by thinking globally while acting locally.

There is also much more to MilSW than the practice that happens within defense organizations. While this book sheds necessary light on this unique form of MilSW practice, an understanding of MilSW practice with former military members is a field that warrants a global study similar to what has been undertaken in this book.

This book has been several years in the making. It has required significant commitment and passion for the project from uniformed and civilian MilSW practitioners, educators, and researchers, all of whom have contributed to enabling this book to become a reality. It is a testament to the importance placed on the development

and recognition of this field of practice by those involved from around the world, and we hope that the book will serve as inspiration for what can be achieved through connection, collaboration, and commitment to the universal principles that underpin and unite the profession of social work.

New York, NY, USA
Townsville, QLD, Australia

Mary Ann Forgey
Karen Green-Hurdle

Acknowledgments

This book could not have been written without the commitment and collaboration of uniformed and civilian military social work (MilSW) practitioners, educators, and researchers from across the globe. This book has been in progress across a timeline that included a pandemic and numerous unprecedented international conflicts, and subsequently it was very gratifying to work so constructively on building new knowledge and sustainable global partnerships.

First and foremost, we would like to thank all 45 authors who contributed their knowledge and expertise in MilSW for this book. For many, it was the first time that MilSW was officially documented within their countries, and we applaud these authors for taking on such a daunting and groundbreaking task.

We also want to recognize the inspiration that we received from Dr. James Daley. He was the first to recognize the need for this type of international MilSW cross-national exchange, and his insightful vision served as a major building block for our work.

This book would also not have been possible without the support and encouragement of Dr. David Albright, the Series Editor. From the very beginning Dr. Albright expressed his confidence in the valuable contribution that such a book would make for the social work profession, and suggested that we send a proposal to Springer. His thoughtful review and critique of the initial manuscript led to critical refinements and resulted in an enhanced final product.

Special thanks are also extended to the Springer staff who provided guidance throughout the project. Their timely response to our many questions demonstrated their commitment to this project, and their enthusiasm for this innovative area of inquiry in this unique field of practice.

This project was a very long time in the making. From its rudimentary beginnings in 2014, Fordham University supported it through sponsorship of Karen's fellowship in 2016, through the provision of internal research development grants that funded doctoral and master's-level research assistants, and through its sponsorship of the inaugural International MilSW conference at West Point in New York. Special thanks to each member of the Fordham research team that included Yafei Cai, Kundong He, Jonathan Marsh, Marissa O'Connor, Shenae Osborn, Erica

Ponteen, Don Rooks, Brett Sereysky, and Lashawn Smith. Their unending curiosity about MilSW, combined with their tenacity and determination, always invigorated us to keep going.

We also recognize the support and encouragement that we received from Dr. Annamaria Campanini, the President of the International Association of Schools of Social Work (IASSW). Dr. Campanini's belief in the need to develop this type of international knowledge exchange underpinned the decision to apply for an IASSW grant to support the West Point conference, where the idea for this book gained momentum.

Our professional interactions and relationships with clients, colleagues, and students over the course of our careers have also enriched the combined knowledge embedded within this book. Through these experiences, we have gained first-hand knowledge of the sacrifices made by military members and their families, and have been privileged to hear stories of enormous courage, strength, and resilience in the face of adversity.

We also want to especially recognize our colleagues who have participated in the IMilSW Consortium since its inception in 2019. Their enthusiasm for this project, combined with their passionate commitment to achieving positive health outcomes for those that they serve, continually reaffirmed the critical need for this type of book.

On a personal note, we extend our heartfelt gratitude to our life partners, Les Lombardi and Simon Hurdle, for their enduring patience and support, and to our family and friends for their steadfast encouragement.

Individually we have faced several challenging life events since commencing this project. As we weathered these storms, we experienced the gift of a mutually respectful and supportive co-editor and co-authoring partnership, and have come to realize that this kind of relationship may only come along once in a lifetime.

We can see so much potential for all that awaits current and emerging military social workers across the globe, and we hope this book makes the important work that social workers are engaging in within defense systems much more visible and valued.

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About the Editors

Mary Ann Forgey, PhD, LCSW, is a Professor in the Graduate School of Social Service at Fordham University in New York where she has been a faculty member since 1993. Prior to her academic career, she was a civilian social worker within the US Department of Defense and served in the positions of Family Advocacy Coordinator and Army Community Services Director in Wiesbaden, Germany. She has been the Principal Investigator on two research projects related to Intimate Partner Violence (IPV) within the US military, the results of which have been published in the *Journal of Family Violence*, *Violence and Victims* and the *Journal of Social Work Education*. As a Fulbright Scholar, Dr. Forgey taught at the University College Dublin, Ireland and conducted research on IPV assessment practices. In 2011, she developed Fordham's first course in Military Social Work. She has been invited to present her work on military social work practice and education at national conferences within the US and internationally in Ireland, Italy, France, and Vietnam. She organized the first roundtable conference on International Military Social Work held at West Point in 2019 and is a founding member and coordinator for the International Military Social Work Consortium, a group of uniformed and civilian military social work practitioners, educators, and researchers from over 15 countries. She is an associate editor of the *Journal of Military Behavioral Health* and a member of the Steering Committee for the Council on Social Work Education (CSWE) Task Force on the Specialized Practice Curricular Guide for Military Social Work.

Karen Green-Hurdle, MPH, AMHSW, BSW, GD Couple Therapy, GC Business, GC Research Methods and Design, Assistant Director with Open Arms Veterans and Families Counselling, is an Australian Accredited Mental Health Social Work professional with over 30 years of senior practitioner, supervisory and executive leadership experience. Since 2000 she has worked in public service roles, in both the Department of Defence and the Department of Veteran's Affairs, delivering and managing mental health counselling, treatment, education, and family support services. Her career highlights include being invited to present on her military social work expertise at forums in Canada, the US, France, Italy, and Singapore, and

virtually to the UK and Ukraine. In 2014, she received the Mount Sinai Hospital Icahn School of Medicine (New York) “Enhancement of International Social Work Leadership in Health Care” Scholarship; in 2016, she was awarded a Commonwealth Endeavour Executive Fellowship (sponsored by Fordham University, New York) where she commenced a collaboration with Professor Forgey on a systematic research inquiry exploring the scope of social work practice across international military contexts; and in 2020, she received the Laurie Cowled Women in Leadership Scholarship (QUT Business School). She is a passionate advocate for developing military social work as an international specialist field of practice; has worked as practitioner consultant with Fordham University; is a founding member of the International Military Social Work Consortium; is a member of the Australian Association of Social Workers (AASW) National Advisory Panel on veteran issues; and is an associate editor of the *Journal of Military Behavioral Health*.

About the Contributors

Suzanne M. Bailey, Retired Lieutenant-Colonel, MSM, CD, MSW, is currently the Team Lead in the Road to Mental Readiness (R2MR) Curriculum Development at the Canadian Forces Health Services Headquarters. Having joined the Canadian Forces in 1986, Suzanne Bailey graduated from the Royal Military College of Canada in 1990 and worked as a Military Police Officer prior to completing her Master of Social Work degree in 1996. She enjoyed clinical work for a decade prior to leading the standardization of mental health education and training across the Canadian Forces, for which she was awarded the Meritorious Service Medal by the Governor General. From 2011 until her retirement from military service in 2021 she was the National Practice Leader and Military Occupation Advisor for Social Work in the Department of National Defence.

Ian Barber, BA, MA, AgilePM, PRINCE2, is currently the Project Lead within the Armed Forces Covenant Lancaster Hub in the UK. Following a 28-year service career including working as an Army Welfare Worker in a military capacity while on duty, and upon leaving the Army in a civilian capacity, Ian has worked in several military charitable organizations. In addition to Ian's current role as Project Lead for Armed Forces Covenant Lancaster Hub, he also serves as an Army Reservist welfare worker.

Lene Westergaard Birk, SW, is a Senior Social Worker in Denmark. Lene Westergaard Birk has been trained as a social worker for the past 23 years, and has experience in the municipal and private labor market. Between 2015 to 2021, Lene was employed as a social worker at the Veterans Center where she counseled employees and former employees in the Danish Armed Forces. In this role, she assisted people on sick leave and helped them with issues in relation to the labor market, housing, finances, relationships, and scholarships. Lene has undertaken continuing education as a teacher in the Prevention and Relationship Enhancement Program [PREP], as a psychiatry supervisor, in Solution Focused Therapy, and management training. She has been in a management position at the Psychiatric Center, Copenhagen, since November 2021.

Jennifer Brown, BA (Hons) Social Work, is currently the Senior Social Worker in the Defence Medical Rehabilitation Centre [DMRC] located in Stanford Hall within the UK Ministry of Defence. Jennifer qualified in 2012 and worked at a family support charity in Hull, before moving on to work for an NHS mental health assessment team. In 2016–2017, Jennifer volunteered at refugee camps in Athens and on Lesbos. On her return to the UK, Jennifer worked at a mental health hospital in Coventry, later becoming the senior social worker and safeguarding lead for the hospital while training in dialectic behavior therapy skills. Jennifer has worked at DMRC since October 2020 for the Neurorehabilitation Service, has trained in ACT therapy, and began Best Interests Assessor training in early 2022.

Natacha Cameron, BSW, Registered Social Worker, operates as the New Zealand Defence Force Social Worker at Linton Military Camp in Manawatu. She has been involved in specialist services supporting women and youth within Manawatu prior to working for the military. Natacha has been at the forefront of development of social work services at Linton, additionally bringing the lived experience as a military partner to her role. The success of her work resulted in need to appoint a second social worker at Linton. Natacha is focused on empowering military members and their whānau to be fully functioning through advocacy and access to effective services. Natacha has effectively mentored other military social workers, created programs focused on prevention of common social issues for the Linton community, and is an integral member of the multi-disciplinary team at Linton.

Henriette Dueholm Christensen, SW, is a Specialized Child Counselor in Denmark and in 2022 started serving as a social worker in the Veterans Center's Family Unit. She has been trained as a social worker for the past 28 years, and has worked in the municipal and hospital roles. She has been employed as a social worker at the Veterans Center since 2008 where she advises employees and former employees in the Danish Armed Forces. In this role, she provides support to people on sick leave and assists them with issues in relation to jobs in the labor market, housing, finances, relationships, and scholarships. Henriette has undertaken further education as a children's conversation group leader, systemic appreciative coach, psychiatric counselor, and Solution Focused Therapy.

Liam Cunnah, BSW, Registered Social Worker, is a New Zealand Defence Force [NZDF], PG Cert Health Sciences Endorsed in Family and Systems Therapies, PG Dip Health Sciences Endorsed in Mental Health. Liam is Social Worker at Burnham Military Camp in Christchurch, and has spent years working within the Christchurch community for both government and non-government organizations. With a background in child protection at Child, Youth and Family, and now 5 years as a military social worker, his main skill base and experience lies within the development and facilitation of therapeutic group work. Liam is a highly valued member of the leadership team at Burnham which has contributed to the advancement of military social work within the Army. Liam has led the development of a number of programs tailored to the Burnham environment resulting in systemic change. Liam was the recipient of the NZDF Civilian of the Year award in 2020.

Pavel Czirák, Lt Col, PhD, PhD, is currently serving as an expert advisor for the Ministry of Defense of the Slovak Republic. Lt Col Czirák is originally from Bratislava, Slovak Republic, and since 1995 has worked in various positions in the field of military social counseling and services and as a military sociologist. At the General Staff, he focused on the development of social policy in the area of care for professional soldiers, their families, and war veterans. He currently works in the Ministry of Defense of the Slovak Republic in the field of social analysis and continues to develop care for the quality of life of professional soldiers and their families.

Colin Fallon, B Soc Sc, DASS, CQSW, M Soc Sc (Social work), MA (Mediation Studies), MA Clin Supervision, Dip. Pers Management (FCIPD), Dip. Criminology, Dip. CBT (BABCP Accred), joined the Defence Forces in Ireland as Principal Occupational Social Worker in 2012. His background in social work was initially in probation, followed by social work managerial positions in the West Midlands Police Service, the Irish Postal Service, Medical Social Work, and the National Education and Welfare Board. Colin is also a Social Work Tutor and Workplace Mediation Practice Assessor.

Christopher Flaherty, PhD, is an associate professor at the University of Kentucky College of Social Work. He is director of the College's Military Behavioral Health (MBH) Research Laboratory, as well the Graduate Certificate in MBH. He serves a primary investigator for the US Army/University of Kentucky Master of Social Work Education Collaborative. Dr. Flaherty's research focus is in the area of behavioral health interventions for military and veteran populations. Prior to joining the College of Social Work, Dr. Flaherty served as a Clinical Social Work Officer within the US Air Force.

Keita Franklin, PhD, LCSW, is currently the Chief Clinical Officer of Loyal Source Government Services in the US. Dr. Franklin has a PhD in social work from Virginia Commonwealth University and holds certificates from Harvard Kennedy School Executive Education on "Leading Large Organizational Change" and "Women in Leadership." She has served as a senior executive in both the Department of Defense (DoD) and the Department of Veteran Affairs (VA) where she served as the principal advisor on all matters related to suicide prevention. Dr. Franklin was responsible for leading a multi-discipline team of experts in the advancement of evidence-based prevention practices for over three million active-duty members, 20 million veterans, and their families.

Dexter R. Freeman, MSW, DSW, is an associate professor and assistant director of the Army at the University of Kentucky Master of Social Work Program within the US Army Medical Department Center of Excellence at Fort Sam Houston, Texas. Prior to his current position, he was an assistant professor in the School of Social Work at Texas State University-San Marcos, and a uniformed social work officer for 20 years in the United States Army. Dr. Freeman earned a Master of Social Work (MSW) from the University of Georgia, and a Doctor of Social Work (DSW) from The Catholic University of America.

Nataliia Gusak, PhD, MSW, is currently an Associate Professor in social work at the School of Social Work, National University of Kyiv-Mohyla Academy (Kyiv, Ukraine). Dr. Gusak has 14 years of experience in teaching social work in Ukraine and internationally. In 2021 she launched the first Military Social Work course in Ukraine for master's students at the National University of Kyiv-Mohyla Academy. She was the leader of the Cyber Veterans Analyst Development and Reintegration Program for Ukrainian veterans, supported by CRDF Global in 2021–2022. Dr Gusak is also a member of the International Military Social Work Consortium, established at West Point in 2019.

Jill J. Henderson, PhD, COL, is an associate professor and the US Army-University of Kentucky Master of Social Work Program Director at Fort Sam Houston, Texas, and the Social Work Consultant to the Army Surgeon General. Prior to her current assignment she served as the senior Army RAND Corporation Fellow in Santa Monica California. Her research interests include program evaluation and development, performance in operational settings, and treatment outcomes. Col Henderson received her PhD from the University of Texas-Austin, MSW from University of Illinois-Champaign Urbana, BS in Psychology (minor Social Work) from Illinois State University-Bloomington-Normal, and a Master of Strategic Studies from the US Army War College.

Majella Hickey, BA, MSc, MSW, NQSW, PG Dip Advanced Field Work Practice & Supervision, PG Cert Systemic Practice & Family Therapy, Dip Human Resource Management (Assoc CIPD), Cert Mediation (MII), joined the Defence Forces Occupational Social Work team in 2016. She has a diverse range of experience working for over 20 years with involuntary and voluntary clients in homelessness, addiction, probation, and criminal justice settings. Majella is a Social Work Tutor and Practice Teacher and presented at the 11th International Practice Teaching and Field Education Conference in 2017 and the 8th European Conference on Mental Health in 2019.

Katherine Hillman, MA (Social Work), BSc. (Hons), is a Personnel Recovery Unit Social Worker within the Army Welfare Service in the UK Ministry of Defence. Katherine qualified as a Social Worker in 2015 and worked in children services before joining the Army Welfare Service in January 2020. She enjoys working with domestic abuse survivors, wounded, injured, or sick serving personnel and their families; particularly in the area of brain injuries, completing field army engagement work, and offering advice guidance and training to the wider army. She has received awards for her role in supporting a domestic abuse survivor and a Commanding Officer's coin for her work throughout the pandemic.

Audrey Hudon, Lieutenant-Colonel CD, MSW, BSW is currently serving as the National Practice Leader/Military Occupational Structure Identification Advisor for the Social Work Directorate of Mental Health at the Canadian Forces Health Services Headquarters within the Canadian Armed Forces. LCol Hudon has been

the National Practice leader and Occupation Advisor for the Social Work occupation, and has served in the Canadian Armed Forces for 20 years. LCol Hudon holds a bachelor's and a master's degree in Social Work, and a master's certificate in Healthcare Management. She has 27 years of experience in the Social Work Profession and has worked in different areas as a clinician, such as in Policies and Standards and – Program Development to name a few. Having worked in Cyprus, Poland, Spain, Bosnia, and Ukraine, she has gained a considerable experience as a clinician/team leader.

Rob Hulskamp, MSW, is currently serving as the advisor of employer support of the reserves at the Dutch Ministry of Defence. Lieutenant Commander Rob Hulskamp started his military career as a helicopter mechanic in the Royal Dutch Navy. After obtaining his bachelor's degree in social work, he continued his career as an occupational social worker and in 2010 became an occupational social worker for the Dutch armed forces in Afghanistan. In 2016 Rob graduated with a Master of Social Work, during which he researched how to promote and strengthen the social support of family social networks of military personnel. He has continued his career in supervising occupational social workers, and since 2021 has worked as an advisor of employer support of the reserves.

James F. J. Jamieson, LCol (retired), CD-3, MSW, RSW, began his Canadian Forces career as an Infantry Officer, receiving top marks in infantry training (MGen Kitching Trophy winner). He served with The Royal Highland Regt (The Black Watch) and The Royal Canadian Regt prior to his MSW post-graduate training. Within the Canadian Forces Social Work Services, James was privileged to serve across Canada and Europe and specialized in trauma and addictions issues. James served as Director Social Development Services/ Chief of Social Work and as Director Military Family Services and was awarded a Deputy Minister Award for excellence in this latter role.

Nickalous Korbut, MAJ, MS, is the Behavioral Health Capability Manager within the Medical Capability Development and Integration Directorate (MED CDID) at the Futures and Concepts Center in the Army Futures Command of Fort Sam Houston. Major Korbut is an Active-Duty US Army Licensed Clinical Social Worker and Board Certified Diplomate in Clinical Social Work. He currently works at the West Point Military Academy as an Instructor within the Behavioral Sciences and Leadership Department. He is a 2016 honors graduate from the Army-Fayetteville State University Master of Social Work Program. He was recently awarded the 2020 US Army Social Worker of the Year during the COVID-19 response as a Joint Task Force Commander of a behavioral health medical detachment for providing area support across the northeast region from the Javits New York Medical Station.

Monique Kruishaar, MA, is tactical advisor with focus on vital, safe and healthy work at the Ministry of Finance in Utrecht, the Netherlands. Previously she operated in the position of portfolio holder: Care for soldiers and their families before, during and after deployment within the Occupational Social Work Services Centre of the Dutch Ministry of Defence. Monique started her military career in 1996 and deployed to Kosovo in 2000. Between 2002 and 2009 she worked in youth care child protection. After completing her bachelor's degree in social work in 2009, she continued her career within the Ministry of Defense as a non-uniformed occupational social worker. In 2017 she graduated as Master Healthcare & Social Work and conducted research involving the military family and the assistance of the military after deployment, for which she won the Gerialien Holsbrink prize. This prize is awarded to social workers who have developed effective interventions in the field of social support.

Richard Alan Leighton, BSc (Social Work), MSc, PGCert, is a Senior Social Worker currently serving in the Department of Community Mental Health within the Defence Medical Services. Previously he was within the Defence Medical Rehabilitation Centre (Stanford Hall) in the UK Ministry of Defence. After a 27-year Service career, Richard gained a 1st class honors social work degree, followed by a master's in child studies and postgrad certificate in counselling. This informed his practice in the children's workforce, initially in child protection and later as a school social worker, delivering therapeutic counselling to children and families. Richard's practice from 2020 included adults' and children's social work, with Soldiers' and Sailors' Families Association (Gibraltar) providing statutory-social work and safeguarding provision and broader welfare support to Gibraltar's military personnel and their families. More recently, Richard's social work and welfare practices support Service personnel on their physical and psychological rehabilitation journey following complex trauma, limb loss, spinal cord injury, or significant mobility issues.

Clare Low, MA (Social Work), BSc (Hons), is currently a Personnel Recovery Unit Social Worker in Army Welfare Service for the UK Ministry of Defence. Clare qualified as a Social Worker in 2010 and worked in various adult teams across different settings before joining the Army Welfare Service in October 2019. Clare enjoys the range of work involved in the role, particularly working with the diversity of service user needs within day-to-day casework whether it is with wounded, injured or sick Serving Personnel, or their family members. She also enjoys supporting welfare teams (Unit or support to Army Welfare Workers) and other aspects of the role such as delivering briefs about the Personnel Recovery Unit Social Worker role to various Unit Welfare teams and to students on the Defence Specialist Welfare Worker course across the Army. She has received awards for her role in supporting other welfare team within Army Welfare Service and for coordinating the UK's chapter within this book.

Emma Mabbutt, PGDip Social Work (Step Up to Social Work), is a Personnel Recovery Unit (PRU) Social Worker in the Army Welfare Service (AWS) of the UK Ministry of Defence. Emma qualified as a Social Worker in 2017 and worked within statutory children and families' teams before joining the AWS in 2019. Coming from a military family herself, Emma enjoys working within this environment and the unique challenges and opportunities this can bring. Emma has been recognized for her support of new staff members, gaining dual social work registration to provide AWS support in England and Wales, updating AWS policy, and delivering PRU Social Work role briefings and adult safeguarding training. Emma's greatest achievements come from positive impacts she can have for the service users she works with.

Hannu Maijanen, Lic Soc Sc, Captain (in reserve), is a current Social Manager in the Finnish Defence Forces. Hannu completed 11 months of military service in 1985, and has worked in the Defense Forces since 1998. He has studied Social Policy at the University of Lapland (1986–1992) and completed the Licentiate Degree in Social Sciences in 1997. In his current role as a Social Manager in the Defence Command, he is responsible for promoting non-discrimination and gender equality, for both conscripts and salaried personnel, and for developing conditions of service for conscripts.

James A. Martin, PhD, ACSW, LICSW (Retired), Colonel, US Army (Retired), is a Professor Emeritus at Bryn Mawr College. Jim is a retired Clinical Social Worker with 50 years of social work practice, and a recognized leader in the area of military family services. A retired Colonel, Jim's 26-year US Army career included clinical, research, senior management (command) and policy assignments. He was the senior Social Worker in the Persian Gulf during the First Gulf War. Jim was the recipient of the 2014 University of Pittsburgh School of Social Work Distinguished Alumni Award, and the 2015 Distinguished Alumni Award from Boston College School of Social Work. Jim was named a Social Work Pioneer by NASW Foundation in 2016.

Henry G. Matheson, Lieutenant-Colonel (Retired), CD, MSW, enrolled in the Canadian Armed Forces as a social work officer after several years of social work practice with the Province of Nova Scotia. Following enrollment, he provided clinical social work services to air force bases across Canada. He subsequently served as the senior social work officer to Air, Maritime, and Canadian Forces Europe Command Surgeons. In 2001, he undertook the position of National Social Work Practice Leader and Social Work Advisor to the Surgeon General. In this capacity, he also served as the social work advisor in the restructuring of the Canadian Armed Forces Mental Health Services.

Tracy Milward, Dip. Higher Education in Social Work/Applied Social Services UK, Registered Social Worker, is the New Zealand Defence Force (NZDF) Social Worker at Waiouru Military Camp located in the central North Island of New Zealand. She has worked in a range of practice settings both in the UK and New Zealand in disabilities, child protection, corrections, children/families, and military. She is passionate about enhancing the wellbeing of those she works with, along with their whanau (families), by working in a holistic manner. Tracy is a key member of the health team in Waiouru where the primary focus is supporting recruits to complete their initial training. Tracy is also involved in providing social work advice for community agencies due to the isolated geographical location of the camp.

Kazushige Nakano, Master of Social Welfare, is an Associate Professor at Kogakkan University. In January 2022, he published "Basic research on military social work" in Japan.

Antonia Nicholson, BA (Psychology), M App SW, Registered Social Worker, is the National Manager Social Services for the New Zealand Defence Force (NZDF). She received the Chief of Defence Force Commendation in 2022 for work establishing social work capability for all of NZDF. She has worked in a range of practice settings, such as military, health, community support, and statutory welfare. She is passionate about social work services that are holistic and inclusive of whānau (family) and applying a prevention and early intervention framework. She is interested in maturing military social work services, and utilizing research and program development within a complex organization. She feels very privileged to champion military social work in the NZDF and Aotearoa New Zealand with a particular focus on culturally appropriate support. Toni was the recipient of the John Fry Memorial Supreme Award in 2021 for Quality and Innovation in social work.

Craig Richard Pearce, BSc (hons) Social Work 1st Class Honours, is a Social Worker and Casework Manager in Royal Navy Family and People Support within the UK Ministry of Defense. Craig graduated from the University of Portsmouth in 2011, beginning his career as a front-line child protection social worker, and after this, he worked for Shared Lives, an adult placement scheme for vulnerable and disabled adults. Craig began work for the Royal Navy as a social worker in 2015, progressing to the position of Advanced Social Worker in 2017, and later progressing to Casework Manager.

Marie Pichette, MSW, RSW, is a Staff Officer for Social Work Program Development, in the Department of National Defence in Canada. Marie has been employed with the Department of National Defence (DND) since 2000. Over the past 22 years she has been employed in multiple positions with DND including providing clinical services to members of the Canadian Armed Forces (CAF) and their family, Interim Program Manager for the General Mental Health Program at the Ottawa, Ontario clinic, and her current position as the first civilian position within the DND/CAF Professional-Technical network for Social Work. In 2015, she received the Award for Excellence from the Canadian Forces Surgeon General.

Cynthia Apile Pitse, Brigadier General, PhD, MA, is the Director of Social Work in the South African National Defence Force. Amongst her many qualifications, she holds a higher Education Diploma (Cum Laude) at the University of South Africa (UNISA), a Master of Arts (MA) in Social Work Management (Cum Laude) at the University of Pretoria (UP), and a PhD in Social Work in 2010. In her military career she has held a variety of posts from being a unit social worker, social work supervisor, health service manager prior to being appointed Director Senior Staff Officer of Policy and Planning.

Heinrich H. Potgieter, Lt. Col., MA, BA, is the head of the Social Work Research and Development Department at the Military Psychological Institute in South Africa. He holds a BA Social Work and an MA Social Work (Occupational Social Work). During his military career he has been a social worker at a variety of military units. He has deployed in that capacity on several United Nations peacekeeping missions on the African continent.

René J. Robichaux, PhD, LCSW, was commissioned as a social work officer in the US Army Medical Service Corps in 1979. His doctoral work was completed at The Catholic University of America. He retired in 2004 from uniformed service at the rank of Colonel. In 2005, he returned to the Army Medical Command as the civilian program manager for all Social Work Programs, to include the Family Advocacy Clinical Program. He retired from federal service at the start of 2017. His active-duty assignments included three large medical centers, extensive teaching assignments, senior command assignments, and research. In 2015, he was recognized as a Social Work Pioneer, by the National Association of Social Workers, at a ceremony in Washington, D.C.

Pauline Diane Bridgette Ross, CQSW, BSc, is a Specialist Senior Social Worker with the Complex Trauma department in the Defence Medical Rehabilitation Centre (Stanford Hall), within the UK Ministry of Defence. Pauline has worked in health settings for over 20 years as a frontline hospital social worker and in a managerial development position. She has been at DMRC Stanford Hall for over 3 years, gaining experience in neurology and is currently working in the Complex Trauma department. In this specialist field, Pauline enjoys developing communication and interaction with military personnel, their families, and working in partnership with other health professionals to support patients with name recognition, memory recall and retention, and use of IT equipment to promote contact with family members between face-to-face visits.

Kari Seppänen, M Soc Sc, Lieutenant Colonel (in reserve), is the Head of Social Welfare Affairs in the Finnish Defence Forces. Kari Seppänen has worked in the Finnish Defence Forces as a Social Manager in the Eastern Command from 1995 to 2007, as the Head of Social Welfare Affairs in the Army Command in 2008–2013, and since 2014 he has worked as the Head of Social Welfare Affairs in the Finnish Defence Forces in the Defence Command. His main task is to lead the Social Affairs Sector and, particularly, the military social workers in the garrisons. He has also served as a CIMIC officer in the UNIFIL operation in Southern Lebanon in 2013.

Philip Siebler, PhD (Social Work), Research Fellow – Military Families, The Bouverie Centre, La Trobe University, Mental Health Social Worker, had a long career with the Australian Department of Defence as a social worker in a range of settings encompassing military family practice, mental health, and as head of the military family research program which he established. His main research interests include the health and wellbeing of military families, military children and their quality of life, and the protective role of the family in preventing suicide of military personnel.

Kengo Tanaka, PhD, is a Professor at St. Catherine University, Japan where he teaches social work. His thesis was titled “A Study on Military Social Work in the United States: The Significance of Military Social Work and the Professional Development of Military Social Workers.” He has presented several papers and a conference report on this topic. Currently, his research focuses on the development of a military social work system based on Japan’s Self Defense Force’s current situation and a Japanese version of the social work training program.

Adrian D. van Breda, PhD (Social Work), is the Head of the Department of Social Work and Community Development at the University of Johannesburg, South Africa. Adrian worked as a military social worker for 17 years, leaving with the rank of Lieutenant Colonel to join academia. He first worked as a military social worker with the South African Navy, doing comprehensive social work practice as well as research, program design and scale development, and validation on family and organizational resilience. He then moved into military social work and health research, focused on HIV Monitoring & Evaluation, family violence, gender mainstreaming, and theory building on military social work. His current work centers on youth resilience.

Jeffrey S. Yarvis, Colonel (ret), PhD, MSW, MSS, MEd, MSS, LCSW, BCD, ACSW, is Senior Professor of Practice at Tulane University School of Social Work. He is a 35-year US veteran leader in student/soldier affairs, executive medicine, clinician, life-long educator and well-published social work and military scholar in the field of psychological trauma. He was named a 2021 NASW Social Work Pioneer, Diversity MBA’s Top 50 Executives Under 50, Uniformed Social Worker of the Year, US Army Social Worker of the Year, Mental Health Professional of the Year, Military Alpha Designator as a Professor & Military Scholar in Social Work, the Bronze Star Medal and Combat Action Badge, and Order of Military Medical Merit Board Certified in Clinical Social Work and Fellow of the APA.

Polly Yeung, BA, MSW(Applied), PhD, is an Associate Professor in the School of Social Work at Massey University, New Zealand. Her research is in ageing, disability, and quality of life.